

## Bulletin

NUMBER 15 43rd YEAR

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JEWEL RANDOLPH



Bonnie Horne

## New UTFA president

BONNIE HORNE, circulation librarian at Sigmund Samuel Library, is the new president of the U of T Faculty Association by acclamation.

Horne is the first woman and the first librarian to hold the job. She replaces Professor Fred Wilson of the Department of Philosophy, who has been president for the last three years. Her one-year term as UTFA president begins July 1.

A native of Toronto, Horne, 39, received her BA from York University in 1972 and her MLS from U of T in 1975. She has worked at Sigmund Samuel for 15 years and was promoted last year to Librarian IV, a rank equivalent to that of full professor. She received the 1988-89 LAUT Award of Merit from the Librarians' Association of U of T in recognition of achievements that advance the field of librarianship and outstanding service to the University. She has served on many University committees, among them the Presidential Advisory Committee on Pay Equity and the Advisory Committee to the Status of Women Officer.

From 1988 to 1989 she was UTFA vice-president (salaries, benefits and pensions). She has been a member of the association's salaries and benefits negotiating team every year since 1984, except for 1987 when she served on the grievance committee.

From 1983 to 1985 she was UTFA secretary-treasurer, and in 1984-85 she took part in negotiations with the University on article six of the Memorandum of Agreement, which establishes the process for the determination of salaries and benefits.

## Hospital may lose students

THE FACULTY of Medicine is expected to decide this week whether it will withdraw residents, interns and students in internal medicine specialties from Women's College Hospital, a teaching facility affiliated with U of T since 1961.

On March 20, the University's Department of Medicine recommended to the faculty that students no longer be sent to Women's College for training. The decision would affect five residents, four interns and 22 students in areas such as

cardiology (study of the heart) and gastroenterology (study of the physiology and pathology of the stomach and intestines).

Gail Regan, chair of the hospital's board, said she has no idea what prompted the recommendation. Women's College has continued to provide first-class training despite its rejection of a merger with the Toronto Hospital in February, she noted.

A withdrawal would have a negative impact on other hospital departments because of their integrated approach to health care, she said. Discussions between the University and hospital officials are planned for early this week and a decision by the faculty is expected March 28.

Dean John Dirks of the Faculty of Medicine was unavailable for comment.

by Gay Abbate

PARKING FEES on all three University campuses are going up between 20 and 61 percent.

Fee increases for the St. George campus have not yet been set but 20 percent will be the minimum, said Ivan Gottlieb, manager of administration in the Physical Plant Department. Rates will be raised, in part, to discourage people from driving downtown where there is a severe shortage of parking spaces.

At the suburban colleges, fee increases have already been established — up to 41 percent at Erindale and up to 61 percent at Scarborough.

Downtown campus parking fees must be brought closer to those at Queen's Park and nearby hospitals which currently charge about 55 percent more, Gottlieb said. Commercial parking rates are about 120 percent above what U of T charges.

## 300 spaces to be eliminated downtown

"As long as our rates are below commercial rates, staff and students will want to continue to drive. U of T parking is one hell of a bargain."

Two options are currently under consideration: a 20 percent hike every year for three years or a one-time raise of 55 percent. New rates will take effect July 1.

Under the first plan, monthly fees for reserved parking would increase from \$55 to \$66, for block reserved from \$44 to \$53 and for unreserved from \$33 to \$40. Students would pay \$40, a \$10 increase.

With the second option, the rates would be \$85 for reserved, \$68 for block reserved, \$51 for unreserved and \$45 for students.

Cash parking is slated to go to \$2.50 an hour, a 50 cent increase, and the daily flat rate would go from \$7 to \$10.

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## Travel in pairs: police

IN THE wake of a sexual assault on Philosopher's Walk March 19, campus police are reminding women to use the buddy system when out late at night.

A 23-year-old student was attacked

from behind while jogging about 10:30 p.m. She confronted her attacker but was struck in the face with his fist and knocked to the ground. When the assailant heard sirens, he grabbed the victim's cassette player and fled north towards Bloor St. The woman was taken to hospital for treatment and released.

Metropolitan Toronto Police, who are handling the investigation, have a composite sketch of the suspect. He is described as white, in his 20s, about 5'10" with short dark straight hair parted on the side, unblemished complexion and clean shaven. He was wearing a blue leather jacket. Anyone with information is asked to phone police at 324-5204.

Lee McKergow, U of T's deputy police chief, said women need not lock themselves indoors after hours but should exercise extreme caution: travel in pairs, keep to well-lit areas and, if frightened, go into the nearest lighted building.

## Computer theft

CAMPUS POLICE are investigating a theft of computer equipment worth \$5,200 from the Medical Sciences Building on March 19. A computer with keyboard, monitor and an assortment of floppy disks was removed from the office of Professor Patricia Stewart of the Department of Anatomy. The theft is believed to be an attempt to disrupt exams, said a police spokesperson.

For more on computer thefts see Page 8.

## Federal program at stake

by Karina Dahlin

THE UNIVERSITY has less than a year to develop its plans on employment equity implementation to meet a federal government deadline.

Last month Employment & Immigration Canada began a compliance review giving the University until Feb. 16, 1991, to show how and when it plans to achieve employment equity.

Employment equity refers to fairness in all aspects of employment, specifically those practices directed at women, aboriginal Canadians, members of visible minorities and disabled persons.

The review will determine whether the University is meeting employment con-

ditions in the Federal Contractors Program. Institutions that comply with the program can bid on government contracts over \$200,000. U of T has 60 to 70

federal contracts worth almost \$4 million; \$2.1 million comes from contracts over \$200,000.

In the compliance review, the University must include information such as an analysis of its workforce composition, timetables for hiring, training and promoting designated group employees, and a schedule for establishing an environment favourable to their successful integration in the workplace.

The University of Ottawa, in its report to the federal government, stated that it hoped to fully implement employment equity in three years, while Carleton University and the University of Manitoba aimed at meeting their targets in five years.

Mary Lynne McIntosh, U of T's employment equity coordinator, was unable to predict how long the University would

See HIRE : Page 2



## Rallying round

About 800 students from universities across the province, including U of T, gathered outside the Queen's Park office of colleges and universities minister Sean Conway March 15 to protest tuition increases. Fees will go up by eight percent in September.

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PETER LEGRIS



# Assistant professors fall behind at U of T

FULL AND associate professors at U of T earn more, on the average, than their counterparts at 46 other Canadian universities but the same is not true for assistant professors.

Data for 1989-90 salaries of full-time teaching staff at Canadian universities published in January by Statistics Canada shows that the average salary for assistant professors at U of T, excluding those in medicine and dentistry, is \$47,475, the third highest of seven institutions selected for comparison. U of T's rank in this category was second among these same universities in 1988-89.

The accompanying chart compares average salaries for full, associate and assistant professors at seven universities. The institutions are listed in descending order of salaries for full professors only. The number of staff indicates the number of faculty on which the average salary was based.

The government document contains information on only 47 universities and affiliated colleges. Data on institutions not included in the report such as McGill University and the University of British Columbia will be published in a second document later this year.

U of T's average salary for its 263 assistant professors ranks eighth when

compared with salaries at the 46 other institutions. If the University's 250 assistant professors in dentistry and medicine are included in the calculations, the average wage increases to \$56,064 and puts the University in first place.

The University's average salary for associate and full professors ranks highest of the 47 institutions in both scenarios: when dental and medical teaching staff are included and when they are excluded from calculations. When included, the average salary of associate professors increases to \$68,883 and that of full professors rises to \$87,245.

Statistics Canada excluded from the count the salaries of deans and directors equivalent to deans.

The report also shows that U of T has almost as many full professors as associate and assistant professors combined — 752 versus 723.

**AVERAGE SALARIES of CANADIAN PROFESSORS\***  
(excluding teaching staff in medicine and dentistry)

Location	RANK					
	Number of staff	Full	Number of staff	Associate	Number of staff	Assistant
Toronto	752	\$85,015	460	\$67,507	263	\$47,475
York	302	82,012	529	63,844	225	49,280
Western	320	80,760	351	64,246	230	45,124
McMaster	267	78,385	169	64,662	140	46,128
Queen's	329	77,189	224	60,717	174	48,767
Calgary	369	76,351	360	58,048	203	42,963
Dalhousie	194	67,278	209	55,538	108	44,516

\* From *Salaries and salary scales of full-time teaching staff at Canadian universities* (1989-90 Preliminary), Statistics Canada.

## University Professors present unified voice

A GROUP of University Professors wants to use the prestige that comes with their title to solve some of U of T's most pressing problems.

At an inaugural meeting held at Hart House on March 7, the group discussed how best to use their influence to address issues such as the future of the humanities and the need for improve-

## University will freeze unreserved permits

Continued from Page 1

About 300 parking permits will have to be eliminated due to the construction of the Innis College residence (on the east side of St. George St. across from

the college) and the expansion of Woodsworth College (on Devonshire Place). There are currently 2,594 permits issued for 1,960 parking spots.

It is unlikely that the necessary permit reductions will be achieved by raising parking prices and normal attrition (about 20 permits are given up each month), Gottlieb said. The administration's strategy includes a freeze on new unreserved permits effective May 1 and the conversion of reserved spaces into block reserved. The latter would cut down on costs involved in patrolling the lots.

If these steps do not achieve the desired result then more drastic measures will have to be taken. Possibilities include a parking lottery or a selection system based on proximity to the University or accessibility to public transit, he said.

At Erindale, where parking increases are needed to offset budget cuts, the new annual rate for reserved parking has been set at \$160, a 39 percent increase from the current \$115. General parking will go from \$92 to \$130 and daily cash parking will jump by 50 cents to \$2.50. The changes go into effect May 1 for staff and faculty, Sept. 1 for students.

With increased fees for 2,180 spaces, Erindale will make about \$140,000. The money will be used to pay the increased cost of operating the lots, additional security on campus and escalating maintenance expenses, said Bud Taggart, the college's chief administration officer.

The increases at the Mississauga campus, while not popular, have been begrudgingly accepted, he said. "It's an economic necessity."

Scarborough will increase its annual fees 41.5 and 61 percent for outer and inner parking lots respectively, effective Sept. 1. The rate for outer lots will increase from \$53 to \$75; for those close to the college, from \$90 to \$145. Cash parking will go from \$2 to \$2.75.

Rates for about 2,000 permits issued by Scarborough for its 1,450 spaces were scheduled to go up by just under eight percent until the college council voted earlier this month to use fee increases to save its St. George shuttle bus. The college will put the \$100,000 additional revenue towards the \$130,000 annual operating cost of the bus; fares will cover the difference.

Council's commitment to the bus service is for two years. Patrick Phillips, Scarborough's director of administration,

said its future beyond that period depends on increased usage. It currently averages 10 riders per trip.

Some staff are not happy with the increases but Phillips said the college has no alternate method of raising the revenue.

## Hire on merit

Continued from Page 1

take in reaching its target. Two factors — having an appropriate, available workforce from which to draw candidates and maintaining the number of designated group employees an institution hires and promotes — make deadline guarantees difficult.

Merit will always be the most important criterion in hiring or promoting, she said. "The University doesn't have to give up merit to achieve employment equity. In fact, we may have been giving up merit in the past by not hiring from the designated groups."

Preliminary results from last year's employment equity survey of 9,000 University faculty and staff show that of those who responded (approximately 6,000) 51.4 percent were women; 0.3 percent, aboriginal Canadians; 14.6 percent, members of visible minorities; and 4.9 percent, persons with a disability.

Since the government's review program was started across the country three years ago, 102 reviews have been completed and 133 are in progress. Theresa McElhone, a federal employment equity consultant, said there were two cases of non-compliance in western Canada — the companies that didn't want to implement employment equity lost their right to bid on federal contracts. They have since developed guidelines and are permitted to participate again.

## Siminovitch honoured

UNIVERSITY PROFESSOR Emeritus Louis Siminovitch will receive three honorary degrees this spring for his contributions to the development of the biological and medical sciences in Canada. He will receive honorary degrees from the University of Montreal, May 25; McGill University, May 29; and the University of Western Ontario, June 15. Siminovitch, 69, received his PhD from McGill in 1944 and went to work first for the National Research Council in Ottawa, next the Institut Louis Pasteur in Paris and then Connaught Medical Research Laboratories in Toronto. He joined the University's Faculty of Medicine in 1958. He has served as geneticist-in-chief at the Hospital for Sick Children, head of the Division of Biological Research at the Ontario Cancer Institute and chair of the Department of Medical Genetics. Currently the director of research at Mount Sinai Hospital, Siminovitch is a companion of the Order of Canada and the winner of the R.M. Taylor Award of the Canadian Cancer Society.

## Return studied

THE UNIVERSITY of Toronto-York University Joint Centre for Asia Pacific Studies will undertake a four-year national project to document and analyze the implications for Canada of the return of Hong Kong to Chinese rule in 1997. The prospect of being under a communist government has resulted in mass emigration — over 24,000 in 1988 alone — to Canada. The project will also study the impact of this large new population on the Canadian economy and society. The project is being funded by a \$380,000 grant from the Donner Canadian Foundation, a national, private foundation.

ments in graduate education. Eighteen people attended including University Professor Emeritus Northrop Frye, the first to receive the title in 1967.

The organizer, University Professor Irving Fritz of the Banting & Best Department of Medical Research, said the group can become "the collective conscience" of U of T.

University Professor Brian Fitch of the Department of French said members, with their scholarly expertise and international reputations, may be able to gain the attention of the University's administration and various levels of government. While the administration supports the group, members want to retain an independent role.

Prior to the meeting, Fritz sent out questionnaires to determine whether University Professors were interested — 70 percent who responded to the survey supported the idea of forming a group. The next meeting, scheduled for May 2, is being organized by Fitch.

The title of University Professor has been bestowed 42 times since 1967. It is given in recognition of outstanding achievement in scholarship and research. Twenty members are still teaching at U of T, 19 are retired and three have died.

## Barriers examined

THE FEDERAL government and four national organizations will undertake an 18-month study to identify ways of improving the environment for women in engineering and their participation in the profession.

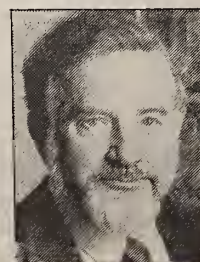
The Canadian Council of Professional Engineers, the Association of Universities & Colleges of Canada, the Canadian Manufacturers' Association and the Association of Consulting Engineers of Canada will join the government in the effort.

A 16-member committee, chaired by Professor Monique Frize of the University of New Brunswick, will identify gender stereotypes and systemic barriers that prevent women from entering and remaining in the profession.

It will propose specific measures that employers, educators, industry and professional associations can take to create a positive climate for female engineers. The committee plans to release its report by the summer of 1991.

## Correction

PROFESSOR Henry Regier, below, director of the University's Institute for Environmental Studies, was incorrectly identified in a photo in our March 12 edition. The *Bulletin* regrets any confusion this may have caused.



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# UTSA proposes 6.3 percent pay hike

by Karina Dahlin

THE UOFT Staff Association recommends that staff receive a 6.3 percent pay increase to keep up with the inflation rate in Toronto. This position and six others make up the 1990-91 salary and benefits proposal that has been forwarded to Alec Pathy, vice-president (human resources).

"We hope the proposal will be reviewed as moderate and sensible," said John Malcolm, UTSA's chief negotiator.

The staff association suggests that a five percent increase be awarded to all recipients of the pension plan. The plan is indexed up to 60 percent of the inflation rate which means that pensioners are gradually falling behind cost of living increases, Malcolm said.

For some years, a number of people in secretarial positions at Scarborough and Erindale Colleges have protested that they are being paid less compared with employees in similar positions on the St. George campus. UTSA is asking the University to investigate these complaints.

UTSA wants a change in the University's maternity leave policy to allow pregnant women on sick leave the choice of returning to work before commencing their maternity leave. Under current rules, pregnant women who take time off due to sickness must also begin their maternity leave. The phrase "... if the staff member cannot carry out her employment responsibilities, the University may

require that the maternity leave commence immediately" should be eliminated, the proposal says.

The staff association also wants all employees who have been awarded pay equity adjustments to receive the full amount no later than Jan. 1, 1991. Malcolm said the administration "expects" to complete the process by that time, but UTSA wants a stronger commitment because the provincial legislation allows the employer a five-year leeway.

UTSA makes several proposals concerning pay equity — one recommends a complete overhaul of the job classification system. The only way to accomplish this objective is through a "bargaining process that gives us the security of a trade union setting," Malcolm said.

This is the third year for salary and benefits talks to take place under the constraints of the Ontario Labour Board process that started during the unionization drive. "That has made it necessary to reserve positions on some issues while waiting for the outcome of the vote," said Malcolm. "Some things can be discussed by a union, not by a staff association."

Attempts are currently being made to find a better method of determining which staff members may join the Canadian Union of Public Employees (CUPE). Lawyers for the University and UTSA are exchanging letters, said Elizabeth Leesti, executive assistant to Pathy. Both sides — CUPE and UTSA on the one hand, and the administration on the

other — are anxious to get the matter solved, she said.

David Askew, president of UTSA, said he thinks the process will speed up. Since September 1988, just 189 of 975 disputed positions have been resolved with "a couple of hundred" close to resolution. Askew did not want to estimate when the process might be completed but said

that if the method wasn't changed it would take another year to reach a conclusion.

The certification vote was held in April 1988 among 3,108 staff members. Eighty percent, or 2,461 employees, voted. The ballots from the certification vote will not be counted until an agreement has been reached on the disputed positions.

## Student awarded honorary BA

by Karina Dahlin

SELMA PLAUT, the University's oldest student, will be 100 next month. She enrolled at Woodsworth College 12 years ago, has completed 10 courses and is about to complete another, Judaism in the Modern Age.

"Mrs. Plaut comes to class, writes the essays, does the tests and does well. She is a remarkable lady," said Principal Arthur Kruger of Woodsworth. "It is not just her age, it's her whole attitude. To have started on a degree in her 80s is really amazing."

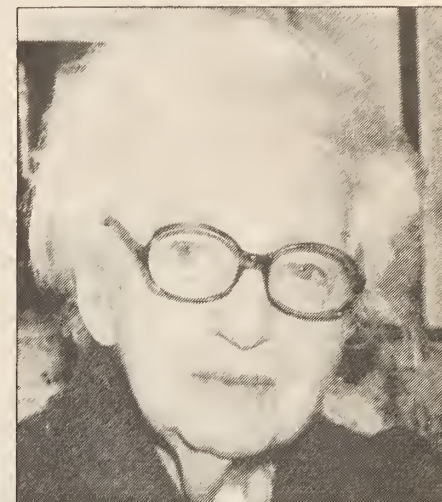
Professor Kenneth Green of the Department of Religious Studies has taught Plaut for two years. "She is a great person to have in the class," he said. "She is feisty, has her own views and is not afraid to express them."

Because her hearing has deteriorated, she sits at the front of the class, but she is not "a special case," Green said. "No special arrangements are made. She is a regular student."

In recognition of her achievements, the University will give Plaut an honorary bachelor's degree at the Woodsworth convocation June 11. But she has not finished at U of T. In a recent interview she said she hopes to enrol in another course next year.

Plaut is impressed by the diligence of her fellow students. "They are very sincere and they work hard," she said. "They have the best intentions, and they go to school and work to earn money."

She enjoys conversation on topics of general interest — current events, her



Selma Plaut

annual travels — and says education has kept her young.

Her family is of particular importance; she enjoys the role of mother, grandmother and great-grandmother. "You cannot take if you do not give," she said. "Our relationship is warm."

Plaut was born in Germany on April 1, 1890. She married Jonas Plaut in 1911. He died in 1948. Her son, Rabbi Emeritus Gunther Plaut, 77, is senior scholar at Holy Blossom Temple.

A reception in her honour will follow the evening service at Holy Blossom March 30. She plans to spend the next day with friends and relatives from all over the world. On her birthday, she will attend a celebratory brunch.

## Levy helps accessibility

STUDENTS voted in favour of a \$30 a year levy for three years, starting this September, to improve accessibility on campus for persons with physical disabilities.

The referendum, held March 14 and 15 as part of the Students' Administrative Council (SAC) general election, passed by more than a three-to-one margin: 2,987 to 875.

Full-time undergraduate students on all three campuses will contribute to the levy which is part of Breakthrough. However, anyone who doesn't agree with the levy can request a full refund from SAC, said Daina Groskaufmanis, a full-time undergraduate student representative on Governing Council.

If all students participate, the levy should raise about \$2.7 million over three years to go towards the installation of ramps, elevators and wheelchair-accessible washrooms.

Buildings with the most student traffic such as Sidney Smith Hall, the Ramsay Wright Zoological Laboratories and the washrooms at Erindale College will receive the highest priority, Groskaufmanis said. A committee composed of students

and representatives of Breakthrough and Services to Disabled Persons will decide on the allocation of funds.

The money, although not sufficient to make the entire University accessible — that would cost about \$10 million — represents a good start, she said.

Currently, 44 of the 143 buildings shown on the downtown campus map are accessible to those in wheelchairs. At Erindale, the North and South Buildings are accessible; at Scarborough, the humanities wing and the library.

Groskaufmanis said some buildings are not accessible despite having ramps because the inclines are either located in the wrong place or are so steep "one can ski on them" in winter. Others with proper ramps lack automatic opening doors, washrooms to accommodate wheelchairs or elevators.

Asking students to pay for accessibility is not fair, she said, but there is nowhere else for the University to turn at this time. "While we wait for the government or someone else to come up with the money we have to help ourselves."

## Robing ceremony

University chancellor John Black Aird, centre, was installed as visitor of Massey College March 17. Helping him on with his ceremonial robe are Professor Desmond Neill, Massey librarian and senior fellow, and Master Ann Saddlemeyer. The role of visitor is to advance the college's interests nationally and internationally and to serve as a mediator inside the college if required.

## Armstrong heads to UNB

DEAN Robin Armstrong of the Faculty of Arts & Science has been appointed president of the University of New Brunswick.

Armstrong, who has been dean of the faculty since 1982, begins his five-year term as head of UNB Oct. 1. The approval of his appointment is conditional on the acceptance by New Brunswick's lieutenant-governor, Gilbert Finn.

Armstrong was nominated March 5 by UNB's Joint Nominating Committee for the Office of the President composed of students, faculty and administration. On March 14 the university's Board of Governors and two academic Senates voted to accept his candidacy. He succeeds James Downey who steps down after a decade as president.

Armstrong, 54, a professor in the Department of Physics, received his BA, MSc and PhD from U of T. He did post-doctoral studies at the University of Oxford in 1961-62 and then joined the

U of T faculty. In 1974 he was appointed chair of the physics department.

He was awarded the Herzberg Medal of the Canadian Association of Physicists in 1973 and the following year was elected a fellow of the Royal Society of Canada. He is the 1989-90 vice-president of the Canadian Association of Physicists.

UNB has about 11,000 full- and part-time students at its two campuses in Fredericton and Saint John. U of T's Faculty of Arts & Science has more than 20,000.

## Marrus wins by 15 votes

PROFESSOR Michael Marrus of the Department of History was elected to Governing Council over Professor Michael Finlayson, chair of history, in the only teaching staff seat not filled by acclamation.

In the March 13 vote count for the social sciences constituency on the St. George campus, Marrus received 105 to Finlayson's 90. There were two spoiled ballots.

In Academic Board elections, six people contested four seats in the Faculty of Arts & Science. The winners were Professors John Furedy, psychology; V.J. Higgins, botany; Ernest Seaquist, astronomy; and Thomas Wilson, economics.

In the Faculty of Medicine, eight people sought four seats on the board. Those elected were Professors Arnold Aberman, medicine; Robert Haslam, paediatrics; Larry Librach, family and community medicine; and Ian Taylor, anatomy.

All other teaching staff seats on the board were acclaimed.

## Meeting today on master plan

THE PLANNING & Priorities Committee of the Academic Board will hold a special meeting this afternoon at 4 p.m. in the Governing Council Chamber to hear submissions on the discussion draft of the campus master plan. A second meeting on the same subject will be held April 2 at 3 p.m., also in the Council Chamber. Those who wish to speak to the matter at the meetings must call Dominique Petersen, secretary to planning and priorities, at 978-8849, to book a time.

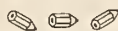


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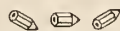


Hart House, it seems, is gaining quite a name for itself among national and international rock stars. On March 18, Canadian rocker **Bryan Adams**, in town for the Juno music awards, hoped to check out the Monet to Picasso exhibition, visited last year by Mick Jagger. Although the show closed last December, Adams' visit was not wasted. He and Hart House custodian **Jeff Reid**, also a musician, talked shop. Popular teen group **New Kids On The Block** also dropped by for a visit last weekend. The musicians, taking a break from a hectic concert schedule, polished up their basketball skills in the Hart House gym.

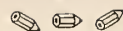


The Reproductive Biology Unit at Mount Sinai Hospital is looking for people to help in the study of premenstrual syndrome (PMS), menopause and endometriosis (endometrium tissue found outside the uterus that causes pain on shedding). The PMS clinic is open to any woman interested in furthering research, specifically those who are experiencing symptoms which in-

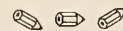
terfere with their lives. The other two clinics require referral from the woman's family doctor or a specialist. The menopause clinic needs women between the ages of 40 and 60 whose periods have stopped but who are experiencing hot flashes. The endometriosis study needs participants with mild to moderate endometriosis but with significant pain. If interested in more information, call **Joanna Jankowski**, medical secretary or **Lynda Gotlieb**, research coordinator at 586-4625.



March 21 was the first full day of spring and the start of the traditional Iranian new year. A group of Iranian students gathered at Hart House March 17 to begin the celebration, called *Now-ruz*, which lasts 13 days. The first such celebration is said to have occurred about 12,000 years ago during the reign of the mythical king Jamshid Shah, responsible for teaching his people literature, agriculture and industry. The U of T celebration was sponsored by the Iranian Students' Cultural Association.

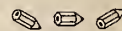


With the arrival of spring comes a tapping of the creative juices at U of T. Today until April 6, the Department of Fine Art and the Fine Art Society are holding their annual student art competition. Drop by the Students' Administrative Council offices this week to see the work. For more information call 537-9080. Scarborough College's show, *Work for the 90s*, opened March 20 and runs to April 4 in The Gallery. And at Erindale College, the graduate exhibition takes place in the Art Gallery March 28 to April 14.

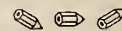


Gratitude, the graduating class gift campaign, was officially launched March 12. New alumni are asked to make a pledge to the project designated by their college or faculty and make the donation one year later. The University-wide campaign expects to raise about \$250,000. Past campaigns have raised money for the purchase of specialized computer software, new park benches and the renovation of student

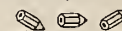
lounges, among other things. The campaign began in 1984 when the Faculty of Applied Science & Engineering ran a class gift campaign. It now includes 24 colleges and faculties. Organizers are hoping for 30 percent participation in the colleges and 40 to 60 percent in the professional faculties. So far this year, St. Michael's College has raised more than \$17,000, compared with \$2,100 last year.



Ida Berk died March 9 at the age of 101. At 97, enrolled at Woodsworth College, she was the University's oldest student. She attended U of T from ages 87 to 97, studying sociology, Canadian history and criminal psychology. The dedicated, lifelong volunteer sat on the board of the Baycrest Centre and the Jewish Family & Child Service while attending the University.



A tribute to Professor **John Beckwith** of the Faculty of Music was held March 17 at the Edward Johnson Building. Beckwith, who will retire at the end of the academic year, is the Jean A. Chalmers Professor of Canadian Music and director of the Institute for Canadian Music. Known mostly as a composer, he has also been a newspaper critic and columnist, broadcaster and administrator. His compositions include *Night Blooming Cereus* and *The Shivarree*, both operas, the instrumental *Quartet* and *Three Motets on Swan's "China,"* for voices. Beckwith is a founding member of the Canadian League of Composers and holds honorary doctorates in music from two universities. He was named Composer of the Year by the Canadian Music Council in 1984 and in 1987 was appointed a member of the Order of Canada.



Construction of the Woodsworth College extension is slated to start in May but despite the prospect of more space and brighter surroundings, college staff are getting panic stricken. Why? Because they are moving to the Borden Building in the interim and fear the worst: tales of the run-down building on Spadina Cres. are legion. Woodsworth students have a different concern: there is no area for a student lounge at the former dairy building. The good news is that the relocation will only last for 18 months.

## TRAVEL PROGRAMME

### NEWS ITEMS:

• The Brownstone Hotel, 15 Charles St. East, Toronto, has recently been added to U of T's list of preferred hotels offering direct corporate rate discounts and special features. The preferred corporate package is available upon request to all U of T staff members.

• All hotels in greater Metropolitan Toronto must now charge a "Commercial Concentration Tax." The amount of the new tax varies according to the actual size of each hotel and is levied on a per night basis. Verify applicability and rate of tax when making hotel reservations.

• Marlin Travel (one of U of T's preferred travel agencies) has launched its "1990 Travel Arranger Contest." Anyone who arranges travel through Marlin on Air Canada from March 1, 1990, until December 31, 1990, can win. Request contest details and entry forms from your Marlin Travel counsellor.

• Effective April 24, 1990, KLM will no longer be a partner in Canadian Plus. Contact company for details.

### ITINERARY/TICKET CHANGES:

To determine whether you can make further changes to a trip once you have received your itinerary and tickets (i.e.: later flight or extra night at hotel), you should contact the counsellor who booked your trip.

If you are already on your trip and have made your travel arrangements through one of the University's preferred travel agencies, you can contact the following "emergency numbers":

American Express Travel:  
"Expressline"  
In Canada (after business hours)  
1-800-668-9109;

Outside Canada (24 hrs.)  
Call collect (416) 445-5331.

Marlin Travel:  
In Canada (24 hrs.)  
1-800-267-8891;  
Outside Canada (24 hrs.)  
Call collect 0-613-234-4038.

Rider Travel Group: \*  
In Canada (24 hrs.)  
1-800-233-9706; \*  
Outside Canada (24 hrs.)  
Call collect (214) 497-6699. \*

\*Quote "VIT code" located at bottom of itinerary copy.

### HOTEL RESERVATION CANCELLATION:

It is always best to cancel your hotel reservations at least 24 hours in advance.

To cancel, contact the counsellor who originally booked your hotel or, if necessary, cancel the booking yourself. Either way, be sure to obtain a "cancellation number."

### ENROUTE TRAVEL CARD:

Applications for the EnRoute Travel Card (recently added to our Travel Programme) have been distributed through a mailing to principals, deans, directors, and chairs and the response so far has been excellent.

U of T staff members interested in obtaining this corporate travel card or requiring additional applications should contact the Travel Programme Co-ordinator, **978-5173**.

## CUSTOMS/TRAFFIC

Please submit all 1989 gas tax refund applications to: T. Nippak, Customs, 215 Huron St., 7th Fl., tel.: 978-7447, by April 30/90.

### COURIER RATE NOTICE

All TNT Skypack International Express (Courier) users should take note that unless they require Elite or 1st Priority Service for an **extra \$25.00 and \$50.00 on top of the regular rate**, they should check the blank box on the waybill.

For information, call T. Nippak, 978-7447.

## EQUIPMENT

The "Equipment Exchange" is a service co-ordinated by the Purchasing Department to facilitate the recycling of surplus equipment within the University.

**PLEASE NOTE:** Equipment moved from research to administration or sold outside the University is subject to tax and duty. Contact Customs, commodity taxation section, if unsure.

Description	Qty	Model	Age	Mkt Value	Contact
Various geolog. sci. lab. equip.		Various		Best Offers	M. Dow 828-5221
Computer (w/ disc, tape, etc. under service contract)	1	Hewlett-Packard 9000 Series 500	1984	\$1,500	J. Pitre 978-8803
Various med. res. lab. equip.		Various	Old	N/C	P. Arnold 978-2723
Various computer equip.		Mostly Commodore & Digital	Early '80s	Best Offers	G. Mitchell 978-3214
Printer, dot matrix	1	Tex. Instr. 865	1985	Best Offer	J. Linley 978-3637
Printer, dot matrix	1	Fujitsu DPL241	1986	Best Offer	" "

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# Seasoned negotiator assumes presidency

by Karina Dahlin

BONNIE HORNE, president-elect of the U of T Faculty Association, is an absolute supporter of the University. She received her MLS degree here in 1975 and has spent her entire professional career at the U of T Library. "I care very much about this place," she said in a recent interview. "I feel like it is a part of me and feel totally committed to it."

But Horne, 39, is more than a loyal member of the University community; she is an experienced negotiator. She has been a member of UTFA's negotiating team since 1984 and led it during salary and benefits talks in 1989.

Professor Fred Wilson, outgoing UTFA president, said Horne will provide the kind of leadership the association needs. "I have a sense that salary and benefits negotiations will be particularly difficult this year and require a strong person as head of UTFA."

During previous talks, Horne sat across the bargaining table from former law dean Robert Prichard, now president-elect of the University. Both she and Prichard take office July 1 and Horne hopes for a cordial and productive relationship.

Asked to characterize the current relationship between the administration and UTFA, she said: "It's hard to think of an appropriate way to phrase a response.... There have been some difficulties. [Prichard's presidency] will allow us to have a fresh start. With a new president on both sides there is an opportunity to establish as good a relationship as is possible."

Prichard said he looks forward to working with Horne and that he found her "a first-class colleague" in their previous dealings. "I am confident the faculty association will be in very good hands. She is a terrific person."

Three years ago, compliments like these were scarce. In 1987 the censure dispute prompted one of the most critical conflicts ever between UTFA and the administration. The faculty association thought an agreement had been made with the administration on amendments to the policy on academic appointments.

The amendments dealt with, among other matters, the hiring of women where both male and female candidates were equally qualified and with the addition of an appeal mechanism to the three-year review of probationary professors. After consulting her colleagues on the points in question, Provost Joan Foley decided that she could not bring the draft amendments to Governing Council for approval because there was insufficient support from principals, deans and others. President George Connell supported Foley's decision and, as a result, the

## Horne first woman to head UTFA

amendments were not made. The faculty association displayed its dissatisfaction by passing a motion to censure both the provost and president.

### 'New climate'

UTFA remains committed to the amendments approved by its council three years ago, Horne said. She hopes the University will eventually accept them as well and noted there is now "a new climate" in which to discuss the matters.

The salary and benefits negotiations that start in November are the most pressing concern for the new president who will receive a 50 percent leave from her regular job. One of the issues is the sal-



Bonnie Horne

Another item on her agenda is PTR — progress through the ranks — a merit increase plan. There are three different schemes for professors, tutors and librarians, but librarians are at a disadvantage because their potential PTR increases escalate at a slower rate than the increments for the other two groups.

Being the first female president of UTFA is not terribly significant, she said, because there have always been more men than women involved in the organization. A more important issue is the under-representation of women at U of T, she added, stopping short of advocating an affirmative action hiring policy similar to the one recently adopted by the Ontario College of Art.

"I do think we have to move in the direction of improving the demographics here but I think the means we would employ would be less rigid" than at OCA.

### Hidden bias

"A lot of people have the notion that there is no prejudice. I think this is simply not the case; there is some prejudice. It may not be overt and the people who are practising it may not even be aware of it but I have heard too much about individual circumstances to not believe that it's occurring."

Horne does not see herself as a confrontationist. The best way to win points is to make a good case, she said. "I think I'm a reasonable person. I have a responsibility to carry out and I take that very seriously."

U of T's funding difficulties are a great concern for everyone, she said. Instructors have contributed over and above what should normally be expected, both in terms of lower salaries and heavier work loads. "It is no solution for the institution to further increase class sizes and put pressures on individuals to produce more."

Both teaching staff and administration, she said, can accomplish things "together as a community." UTFA is in an "excellent position" to provide the administration with details of some of the faculty's problems. Instead of viewing this information as an "embarrassment," the University could use it in lobbying efforts.

## Bank donates \$500,000

A GROUP of U of T marine geologists has received a big boost from the Bank of Nova Scotia in their quest to unravel the mysteries of the ocean floor.

The bank has donated \$500,000 towards the University's Scotiabank Marine Geology Research Laboratory which officially opened March 1. The donation, made through the Breakthrough cam-

paign, is an extension of the bank's university scholarship program.

The lab, located in the Earth Sciences Centre, was named after Scotiabank because its donation allows staff to undertake projects requiring additional funds, said Professor Glenn Brown of geology.

"The donation has given us the momentum to do quality research."

Seven professors and graduate students are involved in several studies including one that examines the structure of metal deposits such as gold, copper and zinc on the sea floor off Vancouver Island. Another project looks at plate tectonics — the mapping and study of plates on the ocean floor.

Researchers are also exploring the gold-rich sulphide deposits in the mid-Atlantic off the coast of North America. This research will provide new insight into how and where to search for similar sulphide ores on land in Canada.

Staff will also be part of a team of scientists including some from Australia and the Soviet Union which plans to dive in submersibles off eastern Papua, New Guinea, in April. They hope to produce the first high-resolution topographical maps of that area's sea floor.



## UTFA COUNCIL ELECTIONS

Call for nominations in the following constituencies

Terms commence July 1, 1990

(Terms are for three years except as noted)

Anthropology  
Architecture, Landscape Architecture,  
Forestry  
Dentistry  
East Asian, Near Eastern, Middle East  
& Islamic  
Electrical Engineering, Biomedical  
Engineering  
Erindale - Sciences  
Erindale - Humanities (1 year)  
Librarians  
Linguistics, German, French  
Management Studies  
Mathematics

Music  
New College, Innis College, Transitional  
Year Programme  
Nursing, Pharmacy  
Philosophy, IHPST, Religious Studies  
Rehabilitation Medicine, Art as Applied  
to Medicine, Speech Pathology,  
Anatomy  
Scarborough - Social Science  
Scarborough - Life Sciences (2 years)  
Sociology, Criminology  
University College, SCS, SGS,  
Woodsworth College  
Victoria College

Members in these constituencies are requested to make nominations for these Council seats. Forms will be distributed to members and additional forms will be available at the UTFA office, 720 Spadina Avenue, Suite #419. Nominations open March 26 and close April 6, 1990. Elections, where necessary, will be held from April 16 to April 27, 1990.

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That's why Ontario Hydro has introduced "Providing The Balance of Power" a proposal that looks at how we can make the best possible use of all our existing resources, examines the possibilities of purchasing electricity from our neighbours, discusses the need for new generation and suggests why wise energy use at home, in fac-

tones and in the office is essential. It sets out the issues that will affect all our energy futures in the years ahead.

You're invited to discuss "Providing the Balance of Power" at the Ontario Hydro Information Centre.



### We need your views— we need your feedback.

Staff at the Information Centre are there not only to explain the proposal, but more importantly to listen to your ideas

and views on the future and record your suggestions. You will receive a questionnaire which can be filled out at the Information Centre, or, if you'd prefer, mailed from home later on. And you'll also receive a copy of a comprehensive

52 page book that explains the proposal. Your feedback is an important part of the process in meeting tomorrow's energy needs.

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St. Thomas' Anglican Church  
383 Huron St.  
Toronto

Wednesday, March 28  
9:00 a.m. - 9:00 p.m.

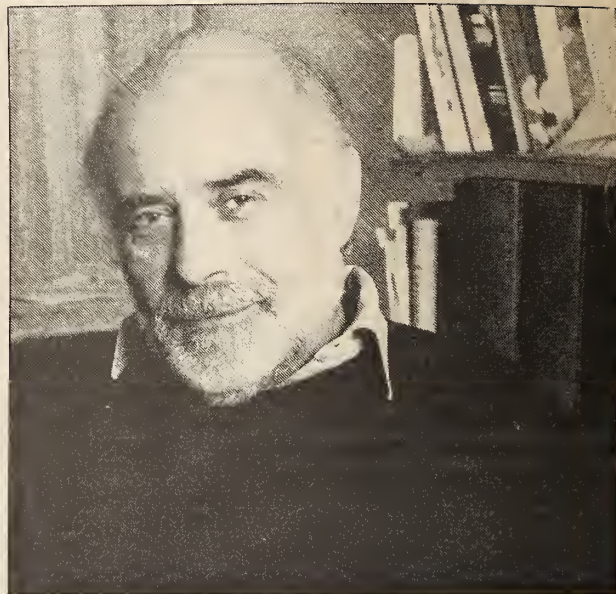
Thursday, March 29  
9:00 a.m. - 4 p.m.

## Profile

by Karina Dahlin

## Audiences

JOHN GILBERT has two curricula vitae. One appears on the letterhead of Oscars & Abrams Associates Inc., an agency for actors. It says he is a member of ACTRA and the Canadian Actors' Equity Association, is six feet tall, weighs 165 pounds, has grey eyes, salt-and-pepper hair and has appeared in a long list of plays and films from George Bernard Shaw's *Caesar and Cleopatra* to the horror series *Friday the 13th*.



HOMA FANIAN

The other says he is 55, with an MA from the University of Oxford and a PhD from Harvard, and that the title of his 1962 thesis was "Symbols of Continuity in Recent French Fiction." He became a professor of French at New College in 1967.

When I heard of Gilbert's dual existence, I mistakenly expected to find a frustrated actor or a disgruntled professor. Instead I discovered someone who loves to teach as much as he loves to act. It helps to know that Gilbert gives cinema studies courses, but the twinning of careers is useful in all his lectures. Teaching and acting are both arts of communication. "I've often thought that a course in basic theatrical technique would be a huge help for teachers."

When students start to fidget or look out the window, he knows he is losing his audience. "It's one of the worst experiences on stage. You have that feeling with students too. You have to know what the rhythm of the class is." There is a time to ask students questions and a time to leave them alone. Looking at them and being still are important. Students do not like their teachers to look out the window with a body language that says *I'm being profound, great ideas are coming to me*. "They want to be talked to, they want the ideas to be communicated to them."

That his method works was confirmed by the 1988 Varsity Student Handbook. The handbook took an informal survey of student evaluations over the past five years and identified professors with "consistently glowing reviews," Gilbert among them.

Dubbed "the poor man's Sean Connery" by witty friends at the University, Gilbert needs to be thick skinned. He is so — and probably always has been — as one of his earliest theatrical experiences shows.

He was about 11, at school in London, England, shortly after the Second World War. Every year the school would

stage a play. But no one wanted to volunteer, so the teachers chose the cast. The greatest fear of the reluctant actors was that there would be no tights for them to wear — and that year there weren't. "So we had to go on stage in our bare legs and I remember all of my friends whistling and howling."

But he recovered and continued as an amateur actor until he was discovered in a Hart House play 15 years ago and offered a part in a production of *Vanity Press* at the Tarragon Theatre. From 1983 to 1988 he was a member of the Shaw Festival company. Artistic director Christopher Newton, an ex-academic, was pleased to have someone from a university. "That was one reason I was there," Gilbert says.

His presence on stage or in front of the camera may also help to dispel some of the myths about academics. "It's a bit of a joke among fellow actors that I teach at a university. They feel the two things don't go together, that the cerebral qualities that academics are associated with don't fit with what you have to do as an actor, which is a more physical, emotional and visceral thing."

In fact, his university background complements his acting. With his theoretical understanding of the text and its themes Gilbert is able to give playwrights feedback in the early stages of the development of their work, something other actors may find difficult.

Gilbert must manage his time to fit everything in. From April 7 to 22 he will play the emperor in a Harbourfront production of *The Europeans*, a play by Howard Barker. But he is not defensive about his work outside the University. "I cannot afford to be. I am tremendously committed to what theatre is. I teach it and my commitment requires an understanding of it from a performance point of view. I always felt that being a student or a teacher in a university requires that you turn to the world outside."



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M4X 1K9

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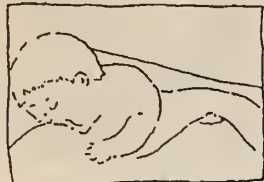
## Books

The following are books by U of T staff. Where there is multiple authorship or editorship, staff are indicated by an asterisk.

### March

**Women's Experience of Breast Feeding**, by Heather Maclean (University of Toronto Press; 208 pages; \$12.95). More

## WOMEN'S EXPERIENCE OF B·R·E·A·S·T F·E·E·D·I·N·G



than a hundred mothers who have made the choice to breast feed talk about the rewards, the disappointments and the challenges they have encountered and how they felt about them.

**Lives of Their Own: The Individualization of Women's Lives**, by Charles Jones, Lorna Marsden and Lorne Tepperman (Oxford University Press; 208 pages; \$12.50). This book describes the many different goals, careers and lifestyles of women today. Explanations are provided for why and how women's lives have changed so dramatically in the past 20 years, how these have affected their male contemporaries and what the future holds for women over the next 30 years.

### February

**Delirium: Acute Confusional States**, by Zbigniew J. Lipowski (Oxford University Press; 490 pages; \$69.50 US). A monograph on a common acute mental disorder among the physically ill of all ages, but especially among the elderly.

### Catching up

**A Candid Disquisition of the Principles and Practices of the Most Ancient and Honourable Society of Free and Accepted Masons**, by Wellins Calcott; introduction by Wallace McLeod (The Masonic Book Club; introduction 35 pages, text 143 pages; \$25 US). A facsimile reprint of the first English edition published in London in 1769.

**Theories and Applications in the Detection of Deception: A Psychophysiological and International Perspective**, by Gershon Ben-Shakhar and John J. Furedy\* (Springer-Verlag; 159 pages; \$42 US). Two psychologists have collaborated to provide an examination of the polygraph, from an overview of its history to a discussion of theoretical accounts, cultural factors and future perspectives.

**International Directory of Renaissance and Reformation Associations and Institutes**, by Konrad Eisenbichler\*, Lesley Cormack and Jacqueline Murray (Centre for Reformation & Renaissance Studies; 79 pages; \$12). A worldwide listing of 214 associations and institutes devoted to the period 1300-1700 AD. Entries give the address, phone, names of officers and a brief description of the organization and its activities.

**Multicultural Music Education: The "Music Means Harmony" Workshop**, edited by Timothy Rice and Patricia Shand\* (Institute for Canadian Music, Faculty of Music; 55 pages; \$10). A report of the Music Means Harmony conference held in 1985 at the Faculty of Music. It contains papers presented

at the conference and lists of resource materials prepared by workshop leaders.

**Small Group Teaching: A Trouble-Shooting Guide**, by Richard G. Tiberius (OISE Press; 214 pages; \$26.50). This guide helps teachers create a more cooperative and satisfying teaching and learning environment.

**Scrimping or Squandering?: Financing Canadian Schools**, edited by Stephen B. Lewton and Rouleen Wignell (OISE Press; 214 pages; \$28.95). A discussion on the "state of the art" of educational finance and policy. The financing of private schools, day care and early childhood education are debated as well as the suggested benefits of effective management innovations.

**Canada-China Cultural Exchanges**, by Sylvia DuVernet (Sylvia DuVernet; 238 pages; \$20). A series of articles on Canada-China cultural exchanges describing primarily those with Ontario connections.



## Annual General Meeting

The annual meeting of the  
University of Toronto Faculty Association  
will be held on  
**Thursday, April 19, 1990 from 4 to 6 p.m.**  
in the auditorium of the  
Medical Sciences Building (Room 2158)

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# Thieves gut campus computers

"They leave the husk of the machine behind"

by Jane Stirling

THE THEFT of computer components on the St. George campus has increased steadily since 1988. In the past two years, thieves have taken parts worth more than \$175,000 from at least 25 buildings — from the Faculty of Education on Bloor St. to the Banting Institute on College.

The problem is more serious on the St. George campus than at Erindale and Scarborough Colleges. Downtown, the buildings are widely dispersed and accessible, while those in Mississauga and Scarborough are closer together and isolated from the city core. In the last four years, there have been no insurance claims above the \$1,000 deductible at Erindale while claims for stolen computers and other equipment have totalled only about \$4,000 at Scarborough.

Downtown, the thefts began about five years ago when computers were widely introduced, and the problem escalated as more machines were installed. At first keyboards and monitors were frequent targets, but more recently thieves have begun dismantling hardware and stealing expensive circuit boards, chips and disk drives.

"There's a big demand for these parts at the University and who can pay \$1,000 for a chip?" said Lee McKergow, deputy chief of the University police.

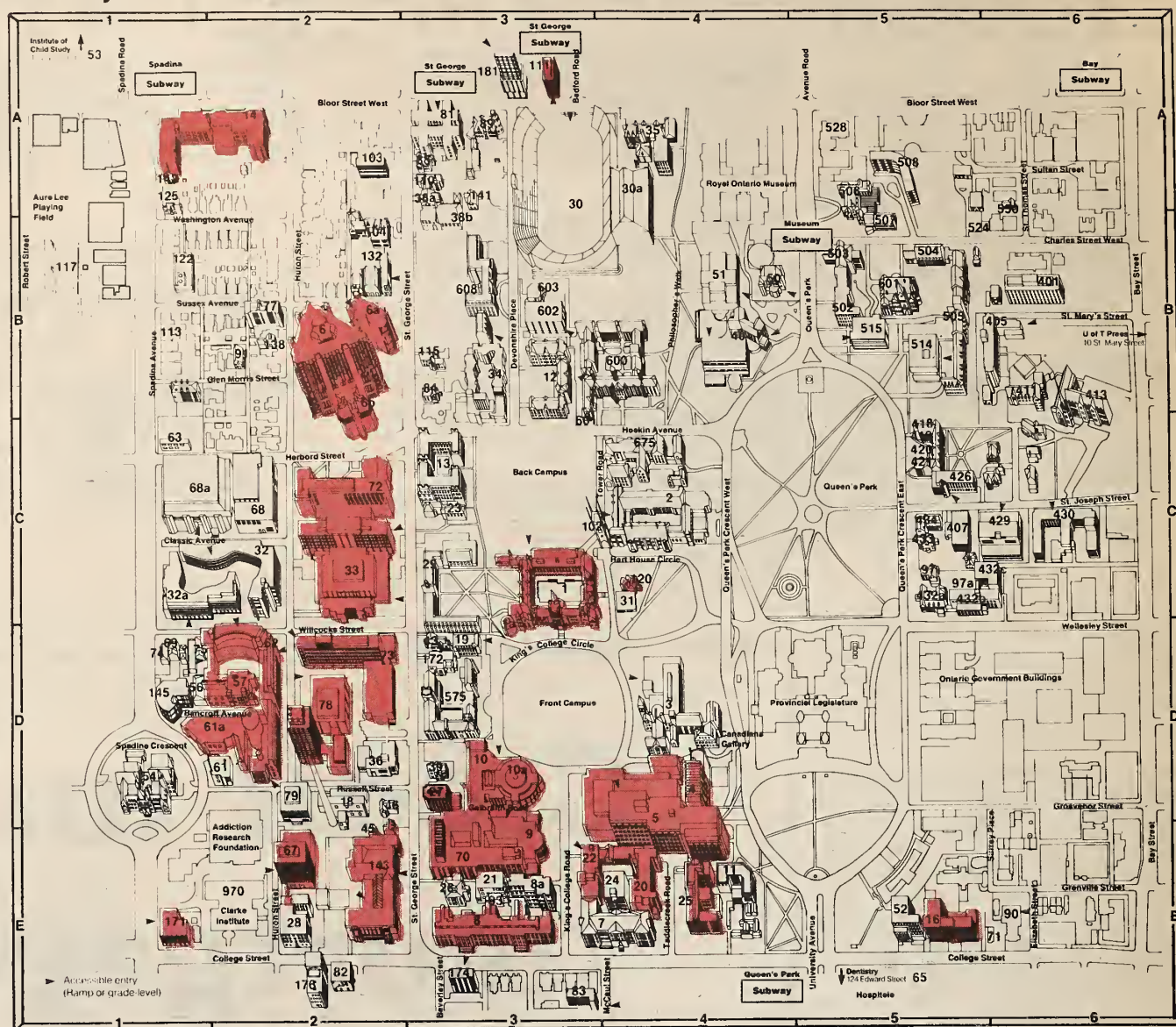
"They put the pieces in their pockets, walk out and leave the husk of the machine behind," said Eric Fleming, U of T's insurance and risk manager. In some cases, software is also lost when hardware is dismantled, he added, and in two cases, disk drives were replaced with broken parts.

The University has a responsibility to provide its students with new information technology, despite the fact that broad access to computers means greater security problems, said David Sadleir, vice-president (computing and communications).

## Planned

The evidence suggests that the perpetrators have master keys or are able to pick locks. Police, however, have been unable to determine whether the thefts are the work of a group that sells the parts to stores and friends or of individuals who want to upgrade their own equipment.

When thefts occur, force is rarely used.



Thefts of computer components have occurred from those buildings indicated in red.

"There haven't been a lot of kicked-in doors," McKergow said.

Sadleir said the thieves are knowledgeable, not "computer amateurs." While "street criminals" looking for drug money could be responsible, the thefts appear to involve some planning. "We tried to draw up a theft pattern — the time of day, time of year, location — but so far we haven't come up with anything," McKergow said.

The U of T Police are working in conjunction with the Metropolitan Toronto Police to apprehend the thieves. They have used all the standard methods in an attempt to catch them, but so far no

arrests have been made. Even equipment provided by the Toronto police for removing fingerprints from the scene of thefts is of no use until there is a suspect.

Last fall a 15-member computer security committee, made up primarily of University staff who work with the machines, was formed to investigate methods of improving hardware security. McKergow, who chairs the group, said its mandate is to assess a variety of security systems and communicate the findings to concerned departments.

The committee is also involved in a public awareness campaign. "Many people just don't realize the extent of this problem," McKergow said.

The police hope many more departments will take steps to prevent computer theft. The replacement of door locks

with a better system that restricts key distribution would be ideal, McKergow said, but such an undertaking would be expensive.

Other security options include the installation of locking devices that secure computers to work areas, alarms that sound if there is tampering with a machine and fibre optic loops that sound an alarm when cut.

Departments worried about computer safety can contact the campus police who will conduct a security survey and make recommendations. They can also join Operation Provident, a joint University-Metro police program. Participants receive unique identification numbers that can be engraved on their computers and components. The numbers allow easy tracing to the owner if a stolen part is recovered.

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## Stealing spawns alarm system

THE FACULTY of Medicine's technical services division has designed several anti-theft computer alarm systems for University use.

Garrett Lumchick, coordinator of special projects, said he hopes to sell the devices to U of T constituencies. So far the division has sold 15 systems to departments in the faculty and hospitals.

Technical services undertook the eight-month design project in response to the growing number of computer thefts on campus. Some of the components are made in the division's electronics shop, others are purchased.

There are three systems available. One involves an alarm installed inside the computer that will sound if the power is shut off, the cable cut or the machine unplugged. After five minutes, a motion sensor is activated.

If the alarm is activated by a power outage rather than movement, the alarm will automatically reset, but if the equipment is being moved, the alarm will continue to ring. Equipment and installation costs about \$150.

A second system has the same capabilities but includes a six-foot fibre optic cable that can be looped through the computer, monitor, keyboard, mouse and printer. A pulsed light is reflected through the cable to a detector. If the cable is cut or disconnected, the detector no longer receives the light and sounds an alarm. The loop system costs about \$230 installed.

Technical services also has an anti-theft device capable of monitoring up to five computer work stations in one room. This more complex system connects fibre optic cables to a single control unit mounted on a wall. It costs about \$1,000 installed.

Single machines must be taken to the division's electronics shop for modifications, but a technician will be sent out for larger jobs.





# Acceptance, not forgiveness

TO THE EDITOR:

In a letter published in your last issue, Professor Charles Chaffey offers the usual irrelevant and insulting, but presumably heartfelt, Christian antisexual view ("Sin no more," March 12). I would like to respond with some bleeding-heart-liberal, irreligious, weak-kneed, over-generous Libertarianism.

This may clash with Professor Chaffey's world view, but the University has

## Religious tracts

TO THE EDITOR:

If a fundamentalist Christian professor had submitted a letter to the *Bulletin* containing the following paragraph, would you have published it as a statement of belief or used your editorial wisdom to suggest that such religious tracts do not belong in an official University publication?

"While I am opposed to anti-Semitic attacks taking place on campus, Jews must bear full responsibility for the killing of Christ and their subsequent rejection of him. Their suffering will only cease when they fully accept him. 'Go and sin no more.'"

As a Jew, I know what my reaction to such a passage would be. A similar attack on the gay and lesbian community was published in the *Bulletin* ("Sin no more, March 12). I can only imagine how a gay man or lesbian reacted to what you did publish. I would hope that this would not recur.

Eric Mendelsohn  
Department of Mathematics

no business "reaffirm[ing] the essential value of family." It rightly avoids dictating the form each person's life will take.

Professor Chaffey's society may be "built on families ... [who] raise their children to take their places in the community," but the world we live in today is better suited to raising children to take whatever social places are right for them, not to fit some preordained plan. Celibacy is not right for everyone and it is certainly not right that celibacy be imposed on "unmarried students' residences." Students, who are consenting adults, will have sex or not if they want to; it is none of Professor Chaffey's business.

Homosexual relationships are bad, as Professor Chaffey somewhat broadly puts it, but only infrequently, and the courts are clogged with divorce cases, proof that heterosexual relationships too can be bad. Outrageous generalizations hardly strengthen his position. It is not for him to say that homosexual relationships "divert resources from the establishment of the families that sustain and perpetuate our society." Who knows what he means by "resources" (electricity, running water, women's wombs ...?), but if the gist of his remark is to assert that people have a duty and obligation to procreate, I would like to remind him that procreation is a personal choice. And for his information, many gay and lesbian couples have children and many heterosexual couples do not. So much for his theory.

"Abuse of the genitals and other body parts in acts of sodomy leads to injury and spreads disease." Oh? Louis Pasteur and his laboratory full of newly discovered micro-organisms might disagree with

Professor Chaffey's theories of disease. So would the thousands of heterosexuals who have contracted sexually transmitted diseases — including AIDS (which seems to have inspired his remark) — through sexual activity other than "sodomy." And isn't it strange how the trauma wards of local hospitals fail to be swamped by cases of "genital injury"?

Gay men and lesbians have not "sinned." We require acceptance, not "forgiveness." Professor Chaffey's falsely compassionate love-the-sinner but hate-the-sin attitude belongs in the catacombs. Fortunately, University policy shows that he is being ignored. Hooray for the University!

Joe Clark  
Toronto

## No part

TO THE EDITOR:

I am deeply concerned by the letter from Professor Charles Chaffey ("Sin no more," March 12) in response to the Forum article "Towards equality for lesbians and gay men" of the previous issue. In my view, Professor Chaffey's suppositions and value judgements would — if widely held — seriously prejudice the "opportunity to learn, to serve, to teach and to do research" which he quite correctly says must be ensured for all.

An excerpt from the University's position on racism affirms a perspective that I believe to be relevant in the present context. The University, it says, has a responsibility "to provide leadership to the wider community in the area of human rights. For these reasons, there is an obligation on the part of the members of the University to demonstrate awareness, openness and fairness with respect to [this] diversity."

It is not my intention to question Professor Chaffey's right to express his opinions. I should like, however, to make clear that views such as he holds have played no part in shaping the policies or administrative directions of the University during my tenure of office.

G.E. Connell  
President

## Promotion incentives

TO THE EDITOR:

There is growing pressure on the University from the faculty association to remove the salary ceiling for associate professors in the next round of negotiations. A column in the current UTFA newsletter by Professor Peter Fitting, vice-president (grievances), makes it clear that these ceilings are the next target for official association outrage.

As one who has worked hard to attain the rank of full professor, I wish to protest this move. The salary rewards that follow promotion are little enough, as we know, but they are about all we get. If associate professors are also to receive PTR increments, what is the point of being promoted? I suppose not having to write the word "associate" before the word "professor" after my name at the end of each letter saves me about two seconds. Other than that, if the rank means nothing in terms of salary, there is little point in striving for it. If members of the teaching staff cannot become full professors on the basis of academic excellence and the other criteria of merit, I fail to see why they should be rewarded financially.

Professor Fitting asks why associate professors at the ceiling should "continue to contribute extra time and energies to the department and the University, ... give so much time to 'service' when it weighs so little in the considerations for promotion, ... accept service on departmental committees? Accept another thesis? Help with the fund-raising campaign? Do much of anything beyond the minimum?" Substitute the word "full" for "associate" and "raises" for "promotion" and you have my grievance in a nutshell.

This faculty association campaign reminds me of several I witnessed as a research scientist for the federal government. Unions in general do not like merit increases because management is entirely

responsible for awarding them. To recognize merit with realistic rewards requires hard judgements about individual performance and interferes with the concept of workers as members of a homogeneous class, "the masses." Much better to lock everybody into the same predictable pattern of annual raises. The trouble is, this approach turns us all into time-serving civil servants and destroys incentive.

Andrew D. Miall  
Department of Geology

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# For talks on a housing assistance policy

TO THE EDITOR:

There has been considerable discussion on campus concerning a new housing policy for the University, and much of the talk has inaccurately described the faculty association's position as one in opposition to any initiatives in this direction by the administration. Nothing could be further from the truth. In fact, in mid-January, I sent a letter to the vice-president (human resources) setting out the association's position in full.

The substance of the letter was an assurance to him that the faculty association endorses the administration's desire to increase the scope of the current housing policy (which must be evident from the position we took during the last round of negotiations, when we tabled a proposal on this benefit).

Furthermore, the faculty association is willing to immediately negotiate a better housing assistance benefit with the administration, with a view to quick settlement of the issue. I have spoken with Professor Bill Graham, our vice-pres-

ident (salary, benefits and pensions), and with the members of the negotiating team we selected immediately upon the administration informing us of their desire to put a new policy into place, and I am convinced that there is a collective will to work hard to reach an agreement that would be satisfactory to both parties.

The administration seems to disregard the likely possibility of reaching an amicable agreement with the association. Instead, it seems to presume that there is only one solution: administrative unilateral adoption of a policy. We are at a loss to understand why it has chosen not to accept our offer to negotiate

with alacrity a new housing assistance policy, especially given the collegial manner in which the parties have been able to resolve salary and benefit matters over the course of the last few years.

It is the position of the association that any unilateral action on this matter by the administration would violate both the spirit and the letter of the Memorandum of Agreement and that, should it proceed in a unilateral manner, we will be forced to file an association grievance. It is not in the interests of the University that the administration take actions which will compel the association to litigate its rights under the

memorandum, nor is it in the interests of the University to have an improved policy delayed, especially when the association is resolved to quickly negotiate changes to the current policy in a collegial atmosphere.

The association is quite willing to proceed in an orderly fashion, as set out in the memorandum, to negotiate a better housing policy for faculty members and librarians. We await a signal from the administration that it is willing to do likewise.

Fred Wilson  
President, UTFA

## Grant-paid staff and pay equity

TO THE EDITOR:

In your last issue, I was quoted as saying that employees paid from research grants "are not sure they will receive anything if funding is not available" ("Re-

vised pay equity plan possible in April," March 12). While grant-supported staff are understandably concerned about where their principal investigators will find the money for the pay equity increases, they must get these increases. It is the law. The real fear is that the pay equity adjustments may result in layoffs or shortened terms of appointment.

For more than a year, UTSA tried to get the University administration to warn researchers that these cost increases were coming. The real crunch will come in January 1991, when the final half of the pay equity adjustment is made.

Most grant-supported staff received a minimal first adjustment. So considerably more money will have to be found next year. Laboratory technicians, for example, received one percent this year and will receive from 8.3 percent to 23.2 percent next year. The Pay Equity Act dictates that one percent of any employer's payroll must be set aside for pay equity purposes. In the absence of University support, individual researchers will be responsible for finding funds to cover the cost of pay equity adjust-

ments for their grant-supported staff. For some researchers this could mean an increase in total payroll costs of up to 23.3 percent.

However, grant-supported staff are *not* employees of individual researchers, but of the University, as the manual of staff policies states. It says that they "shall be given in all respects the same kind of employment terms and conditions as staff supported from departmental or divisional budgets." Why, then, should researchers get so little help from the University when it comes to funding the pay equity adjustments?

UTSA feels that grant-supported staff should not be penalized in any way for having their salaries adjusted to reflect the real value of their work. We would like the University to extend the three-month bridging money at least until the principal investigators can arrange to have the increased costs rolled into any new grant applications.

Judith Eichmanis  
Vice-president (policy)  
UTSA

## Parking and access

TO THE EDITOR:

I write this letter soon after passing the University parking lot on St. George St., south of Woodsworth College and opposite Innis. A parking lot attendant was ticketing cars illegally parked around the perimeter of the lot. Students were circling the lot hoping to find a parking spot, without success.

What I saw this morning is a daily occurrence. Provision for parking on campus has been inadequate for years and the loss of a large lot when the Earth Sciences Centre complex was built has made matters worse.

The problem will get worse when the lots on Devonshire Place and St. George St. are no longer available because of construction at Woodsworth and the building of the new Innis College residences.

The University must take some action to avoid a crisis and has developed a plan for underground parking behind University College. Those who oppose this plan have yet to propose an alternative other than almost no parking on the St. George campus.

The cry against the automobile and parking unites those who have ready

access to work or study on campus because they live nearby or close to good transportation.

But there are large numbers of students, staff and faculty who are not so fortunate. Many commute to the campus from outside Metropolitan Toronto where public transportation is underdeveloped. Part-time students often commute to campus from their jobs and return to their homes late at night after evening classes. Unless parking is available they cannot attend classes. As it is they often go without dinner in the rush to get here. By nine or 10 o'clock, public transportation in Metro is slow; outside it is almost non-existent.

The University is also a major cultural centre in this city. The Edward Johnson Building and Hart House seek to attract the general public to concerts and other events. There are a host of public lectures throughout the year. Convocation Hall is frequently rented out for community events. Without parking on campus our ability to host such activities will be very restricted.

Lest I be accused of supporting parking but only in someone else's territory, let me say that I have pleaded with the Physical Plant Department to build underground parking on the lot just south of Woodsworth College when the Innis College residences are built. We will need that facility as well as the proposed back campus parking if we are to serve more than the Annex and Rosedale dwellers. We erred in not providing parking under the Earth Sciences Centre. Let's not repeat that error.

Arthur M. Kruger  
Principal  
Woodsworth College

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## Dimensions in research

TO THE EDITOR:

Professor George Luste appears to believe that the Cray supercomputer provides an expensive free lunch to some computer users ("The hidden cost of a 'free lunch'," Feb. 26). Unfortunately Professor Luste fails to appreciate the value of such an excellent resource and has done his best to discourage many from using the Cray since it was installed.

Over the past 28 years, I have done a great deal of digital computation, most of it through my consulting work, in the course of which I have been exposed to many computer systems. However, because of the negative rumours about the Cray, it was not until last summer that I built up enough courage to try it for the first time. I was simply overwhelmed by the ease of accessing the computer and the power of the system. Contrary to the rumours, no special programming skills were necessary. My computer program ran smoothly immediately.

By the end of the summer I had made such a significant advance in the extension of the use of dynamic programming to the optimal control of high-dimensional, nonlinear systems that I am able to present part of that work at the 1990 American Control Conference in San Diego, California, in May. Another part of the work has recently been accepted for publication in the *International Journal of Control*. I know very well that I would not have undertaken that particular area of research in the absence of the excellent, friendly computational facility here.

Even if the cost per calculation cited by Professor Luste is accurate, the re-

searcher's personal time and enthusiasm must also be taken into account. Professor Luste's analysis, taken to the limit, would mean the elimination of all computers, since one can do calculations at no cost whatsoever simply by using mental arithmetic while looking for a parking spot on campus. If cost were the only factor, one might even be tempted to question the necessity of Robarts Library!

The Cray has opened doors for many serious-minded researchers here. There are many exciting tasks that can be performed on the Cray but not on smaller, slower machines. Let's not go backwards, but look enthusiastically to the future and be proud of an excellent computer system serviced by capable, helpful people.

Rein Luus  
Department of Chemical Engineering &  
Applied Chemistry



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## Events

### Lectures

#### Desire in the City: Byron and Sartre in Venice.

*Monday, March 26*  
Prof. Tony Tanner, University of Cambridge. 179 University College. 4:10 p.m.  
(Arts & Science and Challenge Fund)

#### Citizens of Video-America.

*Monday, March 26*  
Mark Starowicz, CBC; Arthur Andersen lecture series. Meeting Place, Scarborough College. 8 p.m.

#### Newton's Prisms: Can Newton's Claim for Light and Colour be Separated from Newton's Prisms?

*Tuesday, March 27*  
Prof. Simon Schaffer, University of Cambridge; discussion, Prof. James R. Brown, Department of Philosophy. 3rd floor, Victoria College Old Academic Building. 4 p.m.  
(IHPST and Alumni of the School of Graduate Studies)

#### Sir Robert Cotton, Collector and Librarian.

*Tuesday, March 27*  
Colin Tite, private scholar. 113 Northrop Frye Hall, Victoria College. 4:10 p.m.  
(Reformation & Renaissance Studies)

#### Canada-US Relations: The Need for a New Bilateral Institution.

*Tuesday, March 27*  
Prof. Allan Gottlieb, Claude T. Bissell Visiting Professor. Combination Room, Trinity

### Events deadlines

Please note that information for Events listings must be received in writing at the *Bulletin* offices, 4S Willcocks St., by the following times:

Issue of April 9,  
for events taking place  
April 9 to 23:  
*Monday, March 26*

Issue of April 23,  
for events taking place  
April 23 to May 7:  
*Monday, April 9*

College. 8 p.m.  
(International Studies)

#### The Heroine in Jane Austen and George Eliot: With Special Reference to *Emma*, *Persuasion*, *The Mill on the Floss*, and *Middlemarch*.

*Wednesday, March 28*  
Prof. Em. J.M. Camerson, Department of English and University of St. Michael's College. Charbonnel Lounge, St. Michael's College, 81 St. Mary St. 4:10 p.m.  
(English and St. Michael's College)

#### Vulnerable Subjects.

*Wednesday, March 28*  
Profs. Frederick H. Lowy, Centre for Bioethics and Eric M. Meslin, Department of Philosophy and Sunnybrook Medical Centre; third in series of five Research Involving Humans: Why (and How to) Be Ethical lectures. Auditorium, Medical Sciences Building. 5 p.m.  
(Bioethics)

#### Recent Work.

*Thursday, March 29*  
Santiago Calatrava, architect and engineer. 102 Mechanical Engineering Building. 7 p.m.  
(Architecture & Landscape Architecture, BCE Development Corp. and The Royal Canadian Academy of Arts)

#### Scientists and Biological Weapons.

*Thursday, March 29*  
Prof. Barbara Rosenberg, State University of New York at Purchase; University College Lecture in Peace Studies. 140 University College. 8 p.m.  
(UC, Science for Peace and Department of External Affairs)

#### Hope as an Enemy.

*Friday, March 30*  
Dr. Eric J. Cassell, New York Hospital, Cornell Medical Center; Philippa Harris lecture. Basement lecture theatre, Princess Margaret Hospital. 12 noon.  
(Bioethics, Institute of Medical Science and Ontario Cancer Institute)

#### The New Islamic Presence in Western Europe: Sociocultural and Religious Dimensions.

*Friday, March 30*  
Prof. Yngve Lithman, University of Stockholm; visiting

University of Manitoba. 229 Borden Building. 4 p.m.  
(Ethnic, Immigration and Pluralism Studies)

#### Foundation of Imago: Conceptions of Creative Writing.

*Friday, March 30*  
Nancy Morejon, Casa de Las Americas, Cuba. 1016 New College. 7 p.m.  
(Women's Studies Programme)

#### Infertility and Sterility: The Alibi of Reproductive Technologies.

*Monday, April 2*  
Prof. Louise Vandelac, Université du Québec à Montréal; visiting scholar OISE; Popular Feminism lecture and discussion series. Boardroom, Ontario Institute for Studies in Education, 252 Bloor St. W. 8 p.m.  
(Women's Studies in Education, OISE)

#### Peacocks and Androgynes: Costume, Politics and High Culture.

*Tuesday, April 3*  
Prof. Pat Vicari, Division of Humanities, Scarborough College. Senior Common Room, Victoria College. 4:30 p.m.  
(Renaissance & Reformation Colloquium)

#### Forest Fire Smoke, Atmospheric Chemistry and Climate Warming.

*Wednesday, April 4*  
B.J. Stocks, Forestry Canada; Natural Resources and the Global Environment: A Look to the Future series. Auditorium, Earth Sciences Centre. 4:30 p.m.  
(Forestry, Botany and Geology)

#### Classical Gemstone Localities.

*Thursday, April 5*  
Terri Ottaway, Royal Ontario Museum. Council Chamber, 5403, Scarborough College. 4 p.m.

#### The Science(?)s of Man(?): Historical Reflections of the Sacred Bundle of Anthropology.

*Friday, April 6*  
Prof. G.W. Stocking, Jr., University of Chicago; Snider visiting lecture. 179 University College. 2 p.m.  
(Anthropology)

#### Reading the Body: Historiography and the



Drawing by Joyce Wieland from "Tears in the Rainbow," a show and sale of her works at University College. See Exhibitions.

#### Case of the Female Nude.

*Monday, April 9*  
Prof. Marcia Pointon, University of Sussex. 1069 Sidney Smith Hall. 4 p.m.  
(Fine Art)

### Colloquia

#### South Pole Anisotropy Measurement: Critical Tests of CDM.

*Thursday, March 29*  
Prof. Phil Lubin, University of California at Santa Barbara. 102 McLennan Physical Laboratories. 4:10 p.m.  
(Physics)

#### Hume's Subversion of Morality.

*Thursday, April 5*  
Prof. Annette Baier, University of Pittsburgh. 179 University College. 4 p.m.  
(Philosophy)

#### A Historical Inquiry into US Army Engineer Officer Beliefs and Behaviour.

*Thursday, April 5*  
Martin Reuss, US Army Corp of Engineers. 323 Victoria College. 4:10 p.m.  
(IHPST)

#### On the Mechanism of El Nino and the Southern Oscillation.

*Thursday, April 5*  
Prof. Mark A. Cane, Columbia University. 102 McLennan Physical Laboratories. 4:10 p.m.  
(Physics)

#### Hadamard Raman Microscopic Imaging.

*Thursday, April 5*  
Prof. Michael David Morris, University of Michigan. 428 Lash Miller Chemical Laboratories. 6 p.m.  
(Chemistry, US Societies of

Applied Spectroscopy and Canadian Spectroscopy Society)

#### Multiple Photosubstitution of CO Groups in Pentacarbonyliron(O): Photokinetics and Quantum Yields.

*Friday, April 6*  
Prof. F.W. Grevels, University of Alberta. 158 Lash Miller Chemical Laboratories. 3:30 p.m.  
(Chemistry)

### Seminars

#### Glasnost and Perestroika in Baltic Historiography.

*Tuesday, March 27*  
Prof. Toomas Karjaharm, Estonian Academy of Sciences. 2090 Sidney Smith Hall. 2 to 4 p.m.  
(CREES)

#### Quantum Well Physics and Optoelectronic Devices.

*Tuesday, March 27*  
Prof. Amnon Yariv, California Institute of Technology; OLLRC 1990 distinguished scholar; first of two seminars. 202 McLennan Physical Laboratories. 4 p.m.  
(Ontario Laser & Lightwave Research Centre)

#### The Merger Review Process under the Competition Act.

*Tuesday, March 27*  
Prof. Calvin S. Goldman, University of Ottawa. 20S Claude T. Bissell Building. 4:15 p.m.  
(Management and Law)

#### Life Cycle Engineering: Design and Maintenance.

*Wednesday, March 28*  
Prof. J. Knezevic, University of Exeter. 211 Rosebrugh Building. 3 p.m.

(Industrial Engineering)

#### Laser Noise: From Quantum Limits to Modern Communication Systems.

*Wednesday, March 28*  
Prof. Amnon Yariv, California Institute of Technology; OLLRC 1990 distinguished scholar; final seminar. 202 McLennan Physical Laboratories. 3 p.m.  
(Ontario Laser & Lightwave Research Centre)

#### Research Goals: Syntex, Canada.

*Thursday, March 29*  
Allen Krantz, Syntex Canada; University-industry scientific series. 2173 Medical Sciences Building. 4 p.m.  
(Faculty of Medicine)

#### Perestroika and Public Opinion.

*Thursday, March 29*  
Nikolai P. Popov, National Opinion Research Centre, Moscow. 3037 Sidney Smith Hall. 4 p.m.  
(CREES)

#### The Canadian Government and the Achievement of Ukrainian-Canadian Unity, 1940.

*Thursday, March 29*  
Prof. Nandor Dreisziger, Royal Military College. 4049 Roberts Library. 4 to 6 p.m.  
(Ukrainian Studies)

#### Egg-Dumping in Ducks: ESS, BBS or Just BS?

*Thursday, March 29*  
Prof. John Eadie, Division of Life Sciences, Scarborough College. 2082 South Building, Erindale College. 5 p.m.  
(Erindale Biology)

#### Trends in Swedish Labour Markets.

*Friday, March 30*  
*continued next page*

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Prof. Lars-Erik Borgegard, visiting York University; subterranean series. 212S Sidney Smith Hall. 2 p.m. (Geography)

### The Religious Renewal (tajid) Movement, the "Ulama" and Their Leadership Role in Northern India in the 18th Century.

Monday, April 2  
Prof. Sajida S. Alvi, McGill University. 2090A Sidney Smith Hall. 4 p.m. (South Asian Studies)

### Lessons on Insulin Action and Insulin Resistance from Mutant Insulin Receptors.

Tuesday, April 3  
Prof. Jerrold Olefsky, University of California at San Diego. North classroom, Toronto General Hospital. 5 p.m. (Banting & Best Diabetes Centre)

### The Optimal Replacement Policy in the Proportional Hazards Model.

Wednesday, April 4  
Prof. Viliam Makis, Department of Industrial Engineering. 211 Rosebrugh Building. 3 p.m. (Industrial Engineering)

### Predator-Prey Dynamics of Fishes in the Great Lakes: Establishing a Benchmark for Ecosystem Management.

Thursday, April 5  
Prof. Steve Brandt, University of Maryland. 2082 South Building, Erindale College. 5 p.m. (Erindale Biology)

### Ukrainian Urban Communities.

Thursday, April 5  
Prof. Wsevolod Isajiw, Department of Sociology. Multicultural History Society of Ontario, 43 Queen's Park

Cres. 7:30 p.m. (Ukrainian Studies)

### Deglycosylation of "Band 3."

Friday, April 6  
Prof. Reinhart Reithmeier, Department of Biochemistry; membrane and signal transduction seminar. Room 1248, 1st floor, Elm St. wing, Hospital for Sick Children. 12:30 p.m. (Research Institute, Hospital for Sick Children)

### Phylogenetic Systematics of Fossil and Living Fagaceae (Oaks and Kin).

Friday, April 6  
Prof. K.C. Nixon, Cornell University. 149 Earth Sciences Centre. 2:30 p.m. (Botany)

### Statues from Heaven (Acts 19:35)

Friday, April 6  
Prof. C.P. Jones, Department of Classics. 152 University College. 3:10 p.m. (Classical Studies)

## Workshops

### The Transferability of Managerial Systems: The Case of Japan.

Wednesday, April 4  
Prof. Klaus Weiermair, York University; Ontario Centre for International Business research workshop. 722 Faculty of Management, 246 Bloor St. W. 4:30 to 6:15 p.m.

## Meetings & Conferences

University Affairs Board.  
Tuesday, March 27  
Council Chamber, Simcoe Hall. 4 p.m.

### The Challenges of Parenting.

Friday, March 30

Psychology Symposium, Division of Life Sciences, Scarborough College. All sessions in Room H30S, Scarborough College.

Determinants of Parenting: Multiple Risks and Developmental Trajectories, Prof. Jay Belsky, Pennsylvania State University. 9:30 a.m. Parental Adaptation to Child's Temperament, Prof. John E. Bates, Indiana University. 10:30 a.m.

Predicting Children's Adaptation to School: The Marriage-Parenting Connection, Profs. Carolyn Pape Cowan and Philip Cowan, University of California at Berkeley. 11:45 a.m. The Cognitive-Behavioural Dynamics of Parental Behaviour, Prof. George Holden, University of Texas at Austin. 2 p.m. Adolescents' and Parents' Reasoning about Actual Family Conflict: Family Antecedents and Contextual Differences, Prof. Judith Smetana, University of Rochester. 3:15 p.m. Information: 287-7399.

### Business Board.

Monday, April 2  
Council Chamber, Simcoe Hall. 5 p.m.

### Committee on Academic Policy & Programs.

Tuesday, April 3  
Council Chamber, Simcoe Hall. 4 p.m.

### Academic Board.

Thursday, April 5  
Council Chamber, Simcoe Hall. 4:15 p.m.

### Annual Research Meeting of the Department of Ophthalmology.

Friday, April 6  
Presentations by residents, fellows and faculty; Clement McCulloch lecture by Prof. Prasanta K. Basu, Department of Ophthalmology, entitled My Research Experience at the

University of Toronto since 1955.

Auditorium, Addiction Research Foundation. 8:30 a.m. to 5:30 p.m.

Information: Elizabeth Le Ber, 978-2635.

## Plays & Readings

### Leon Rooke.

Monday, March 26  
Canadian writer reads from his novel *A Good Baby*. H309, Scarborough College. 2 p.m.

### Mary di Michele.

Wednesday, April 4  
Scarborough alumna reads from and discusses her book of poetry *Luminous Emergencies*. R4031, Scarborough College, 2 p.m. and S357, Scarborough College, 7 p.m.

## Music

### SCARBOROUGH COLLEGE

### Eve Egoyan.

Monday, March 26  
Eve Egoyan, piano. Meeting Place. 12 noon.

### Scarborough College Chorus.

Tuesday, March 27  
Performance by the Scarborough College Chorus. Meeting Place. 12 noon.

### Blues & Pop.

Thursday, March 29  
Works by Anna Miransky; co-sponsored by the Scarborough Arts Council. The Attic. 12 noon.

### Scarborough College Ensembles.

Friday, March 30  
Concert by Scarborough College ensembles. Meeting Place. 12 noon.

### Sunday Serenade Series.

Sunday, April 8  
Scarborough College Chorus. Meeting Place. 3 p.m.

Information: 287-7083

### FACULTY OF MUSIC EDWARD JOHNSON BUILDING

Thursday Noon Series.  
Thursday, March 29  
Music by student composers.

Thursday, April 5

Performances by student chamber ensembles. Walter Hall. 12:10 p.m.

### U of T Jazz Ensemble.

Friday, March 30  
Phil Nimmons, director. MacMillan Theatre. 8 p.m. Tickets \$7, students and seniors \$5.

### Faculty Artists Series.

Saturday, March 31  
Joanne Bergeron, soprano; Joseph Macerollo, accordion; Colin Tilney, harpsichord; Lorand Fenyves, violin; Patricia Parr, piano. Walter Hall. 8 p.m. Tickets \$12, students and seniors \$7.

### Choral Music on Campus: University Women's Chorus.

Sunday, April 1  
Ann Cooper Gay, conductor. Walter Hall. 2 p.m. Tickets \$4.

### Historical Performance Ensembles.

Wednesday, April 4  
Timothy McGee, director. Walter Hall. 8 p.m. Tickets \$4.

### U of T Symphony Orchestra.

Saturday, April 7  
Michel Tabachnik, conductor; Doreen Rao, music director. MacMillan Theatre. 8 p.m. Tickets \$9, students and seniors \$6.

### Wind Symphony.

Sunday, April 8  
Melvin Berman, conductor. MacMillan Theatre. 2 p.m. Tickets \$4.

Information on all events in the Edward Johnson Building are available from the box office, 978-3744.

### ROYAL CONSERVATORY OF MUSIC

### Young Artists Series.

Thursday, March 29  
Chamber music by students in the RCM professional studies programs. Concert Hall. 5:15 p.m.

Saturday, March 31  
Recital series by students in the professional studies programs. Concert Hall. 8 p.m.

### Royal Conservatory Orchestra.

Friday, March 30  
José Luis García and Eugene Rittich, conductors. Church

of the Redeemer, Bloor St. W. at Avenue Rd. 8 p.m. Tickets \$9, students and seniors \$6. RCM box office 978-5470.

### Heritage 90 Benefit Concert.

Friday, April 6  
Angela Hewitt, piano; José Luis García, violin; Denis Brott, cello; Senia Trubashnik, oboe; John Barnum and John Tuttle, conductors. Convocation Hall. 8 p.m. Tickets \$100 and \$50.

### Dalcroze Eurhythmics Workshop.

Saturday, April 7 and Sunday, April 8  
With Lisa Parker. Recital Hall. Saturday, 2:30 to 5:30 p.m.; Sunday, 2 to 4 p.m. Registration information 978-3771.

Information on all Conservatory concerts available from the publicity office, 978-3771.

### AMICI

Sunday, April 8  
Amici, ensemble-in-residence at the Faculty of Music, with Scott St. John, violin and Steven Dann, viola. Walter Hall, Edward Johnson Building. 8 p.m. Tickets \$15, students and seniors \$10. Information: 538-6153.

## Films

### Innis College Winter Film Program.

Thursday, March 29  
Jon Jost in person I. Strictly Speaking.

Friday, March 30

Jon Jost in person II. Stagefright and Godard. Innis College Town Hall. 7 p.m. Tickets \$3. Information: 978-7790.

### Innis Film.

Thursday, April 5  
Michael Snow's *See You Later/Au Revoir* in conjunction with Peter Greenaway's *A Walk through II* and *Vertical Features Remake*. Innis College Town Hall. 7 p.m. Information and tickets: Jim Shedden, 979-6608.

## Exhibitions

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Douglas LePan

Far Voyages

Mary di Michele

Luminous Emergencies

David Donnell

Water Street Days

Ralph Gustafson

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To March 30  
Alumni and student work  
from the School of Continu-  
ing Studies' photography  
course.

### The Courage to Remember.

To April 29  
Exhibit of over 200 original  
photographs of the Holo-  
caust; co-sponsored by the  
B'Nai Brith Hillel Foundation.  
Main Display Area.  
Hours: Monday to Friday,  
8:30 a.m. to 12 midnight;  
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### THOMAS FISHER RARE BOOK LIBRARY

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To March 31  
To celebrate the fifth  
anniversary of the Friends  
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9 a.m. to 5 p.m.

### SCARBOROUGH COLLEGE

#### Senior Students from the Fine Art Studio.

To April 4  
Works of senior students.

#### 13th Annual Juried Student Show.

April 9 to May 11  
The Gallery.  
Gallery hours: Monday to  
Friday, 11 a.m. to 4 p.m..

### JUSTINA M. BARNICKE GALLERY, HART HOUSE

#### 68th Annual Exhibit of Photographs.

To April 5  
Sponsored by the Hart House  
Camera Club Committee.  
Both Galleries.  
Gallery hours: Monday and

Friday, 11 a.m. to 6 p.m.;  
Tuesday to Thursday, 11 a.m.  
to 8 p.m.; Saturday and Sun-  
day, 1 to 4 p.m.

### VICTORIA COLLEGE

#### In Transit.

To April 6  
Photographs by Jos Brosnan.  
1st floor, Northrop Frye Hall.  
Hours: Monday to Thursday,  
9 a.m. to 9 p.m.; Friday, 9 a.m.  
to 6 p.m.

### UNIVERSITY COLLEGE

#### Tears in the Rainbow.

To April 11  
Joyce Wieland, paintings and  
drawings. 240 University  
College.  
Hours: Monday to Friday,  
2 to 6 p.m.

### SCHOOL OF ARCHITECTURE & LANDSCAPE ARCHITECTURE

#### Peter Walker.

To April 12  
Varied works by landscape  
architect from San Francisco.

#### Barcelona Works.

To April 18  
A study by Robert Allsopp of  
renovated and newly con-  
structed public spaces in  
Barcelona.

#### Santiago Calatrava, Architect, Engineer, Sculptor.

To April 18  
A section of the exhibition at  
the Royal Canadian Academy  
of Arts; co-sponsored by BCE  
Development Corporation  
and supported Pro Helvetia.  
The Galleries, 230 College St.  
Gallery hours: Monday to  
Friday, 9 a.m. to 5 p.m.

### Miscellany

#### ARTS WEEK AT SCARBOROUGH.

#### To March 31

There are several events to  
which everyone is invited.  
A list of some of them  
follows.

#### Monday, March 26

##### Eve Egoyan.

Pianist performs program of  
classical works. Meeting Place.  
12 noon.

##### Leon Rooke.

Writer reads from his new  
novel *A Good Baby*. H309.  
2 p.m.

#### Andersen Consulting Lecture Series.

Citizens of Video-America,  
Mark Starowicz, CBC. Meeting  
Place. 8 p.m.

#### Tuesday, March 27

##### Scarborough College Chorus.

Open rehearsal. Meeting  
Place. 12 noon.

#### Wednesday, March 28

##### Improv R Us.

Scarborough drama students.  
The Attic. 12 noon.

#### Listen to the Wind

By James Reaney; directed by  
Cathy Smith. Opening per-  
formance. TV Studio One.  
8 p.m.

#### Thursday, March 29

##### Blues & Pop Music of Anna Miransky.

The Attic. 12 noon.

#### Friday, March 30

##### Scarborough College Ensembles.

Classical repertoire performed  
by music students. Meeting  
Place. 12 noon.

#### Saturday, March 31

##### Listen to the Wind.

Closing performance. TV  
studio one. 8 p.m.

Information on all events:  
287-7080.

## Committees

### Search

## Director, Eye Research Institute of Ontario

A SEARCH committee has been established to recommend a professor and director for the Eye Research Institute of Ontario. The institute is fully affiliated with the University of Toronto and the Toronto Hospital. Members are: Dean John H. Dirks, Faculty of Medicine (*chair*); Professor William P. Callahan, Department of Ophthalmology (*co-chair*); Professors Martin J. Hollenberg, associate dean (re-  
search), Faculty of Medicine and Depart-  
ments of Anatomy and Art as Applied to  
Medicine; Donald H. Cowan, associate dean  
(clinical and institutional affairs), Faculty of  
Medicine and Departments of Medicine and  
Rehabilitation Medicine; Jack Crawford and  
Lionel Chisholm, Department of Ophthal-  
mology; Laszlo Endrenyi, associate dean,  
Division IV, School of Graduate Studies and  
Departments of Pharmacology and Preventive  
Medicine & Biostatistics; Alan Bernstein,  
Departments of Medical Genetics and Medical  
Biophysics; Robert A. Phillips, Departments  
of Medical Biophysics, Immunology, Medical  
Genetics and Paediatrics; and Charles H. Tator,  
Department of Surgery; and Barbara  
Robertson, board member, Eye Research  
Institute of Ontario; John L. Ronson, Blake,  
Cassels and Graydon; Vickery Stoughton,  
president, the Toronto Hospital Corporation;  
and Anna P. Perry, dean's office, Faculty of

Medicine (*secretary*).

The committee would welcome any  
comments or suggestions regarding this  
appointment. These may be communicated,  
preferably in writing, to the chair or to any  
member of the committee.

### Advisory

## Hart House warden

A COMMITTEE has been established to consider the role of the warden of Hart House and to make recommendations on candidates for the appointment. Members are: David Neelands, assistant vice-president (student affairs) (*chair*); Don Burwash, graduate; Dennis Duffy, Innis College; Ilone M. Eurchuk, Department of Political Science; Daina Groskaufmanis, full-time undergraduate student; Dan Herbert, Faculty of Dentistry; Thomas Hui, part-time undergraduate student; Kelly Main, full-time undergraduate student; Ann Saddlemeyer, Massey College; Susan Wilson, graduate; Carsey Yee, full-time undergraduate student; and Michael Dafoe, Office of Student Affairs (*secretary*).

University organizations and individuals are invited to make recommendations on the role of the warden and to nominate candidates. Submissions and suggestions will be welcomed by any member of the committee or by the secretary at the office of the assistant vice-president (student affairs), room 220, Simcoe Hall, 978-4980.



## HartHouse farm

### SUGARING-OFF SUNDAY, APRIL 1, 1990

#### ACTIVITIES:

A day of making maple ayrup in the buah, feasting on  
all the pancakes you can eat! Toura of the Farm  
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LAST CHANCE TO GET AWAY BEFORE ESSAYS AND EXAMS!!!

#### COST PER PERSON:

\$15.00 WITH BUS; \$12.00 WITHOUT BUS

#### TRANSPORTATION:

Buses leave Hart Houae at 10:30 a.m. Expected departure  
from the Farm at 7:00 p.m. [Pleaee note thia la the first  
day of Day Light Saving Time - turn clocka one hour ahead  
the night before]

Tickets and Information are available In the Programme Office

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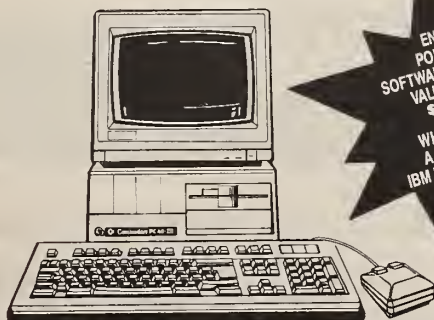
Phone 977-9519

Enter through a Japanese rock garden which sets the scene for gracious, relaxed dining in the Oriental tradition, surrounded by wicker, bamboo, and Japanese prints. You can dine Japanese style at low tables or, if you prefer, North American style with normal tables and chairs — the service is efficient and polite no matter which you choose. Five-course dinners present a selection of *sukiyaki*, *teriyaki*, *shabu shabu*, or *yosenabe* as the main course. The latter is prepared in a wok right at your table and consists of seafoods, vegetables and tasty seaweed. The main course is accompanied by soup, sunomo salad (octopus, cucumber and shrimp), tempura, rice, dessert, and tea. AmEx, Chgx. ★★★★★

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## Research Notices

For further information and application forms for the following agencies, please contact ORA at 978-2162.

### Baxter Healthcare Corporation

Funds are offered by the renal therapy division of the Baxter Corporation for research in uremia and its treatment. Two areas have been identified for proposals in 1990: examination of the impact of membrane selection on dialysis adequacy as defined by urea-kinetic modelling and/or clinical parameters; research relevant to the improved understanding of uremic pathophysiology and/or the treatment of uremic diseases.

Since institutional overhead is an allowable component under this program, in accordance with University policy investigators must include overhead in the budget at a rate of 15 percent of total direct costs. Deadlines are May 18 and November 16.

### Connaught Committee

The moratorium on the I'Anson professorships program has been lifted. The program extends to all faculties where research is performed in the broadly defined health sciences area and is intended to recruit new junior faculty in those areas that would lead to a new or multidisciplinary direction in research. The fund will support a limited number of new faculty positions for up to five years. These positions will be tenure stream or equivalent and will be supported by the University's operating budget follow-

ing termination of I'Anson funding. Applications will be reviewed on a competitive basis and will be adjudicated by the I'Anson advisory panel. Applications require provostial approval prior to submission. Deadline is September 20.

### Health & Welfare Canada

On behalf of the steering committee on the role and use of support personnel in the rehabilitation disciplines, NHRDP is seeking letters of intent to conduct a research project dealing with issues surrounding support personnel.

Letters of intent may be submitted by researchers at any Canadian university or health care facility. Research teams may be based in one or more centres and must be multidisciplinary in nature.

Investigators are reminded that the usual University application procedures and signature requirements are in effect for letters of intent. Deadline is April 16.

### Upcoming Deadline Dates

American Foundation for AIDS Research — letters of intent: April 10.

American Paralysis Association — grants, clinical trials, travel and conference grants: April 1.

Atkinson Charitable Foundation — (geriatrics, blindness, deafness and children's diseases) research grants, internal ORA deadline: April 1.

Baxter Healthcare Corporation — (renal therapy) research grants: May 18.

Bower Award — (life/physical sciences) nomina-

tions: April 17.

Canadian Cystic Fibrosis Foundation — fellowships and studentships: April 1.

Canadian Friends of Schizophrenics — research grants: April 15 competition cancelled.

Cancer Research Institute (US) — fellowships: April 1 (please note change).

CNIB — Ross C. Purse fellowships: April 1.

Cutter Biological/Canadian Red Cross Research Fund — full application: April 9.

Easter Seal Research Institute — research grants, post-doctoral fellowships, research training grants: April 15.

Hannah Institute for the History of Medicine — publication program: April 1.

Health & Welfare Canada (NHRDP) — special competition for rehabilitation disciplines (letter of intent): April 16.

Laidlaw Foundation — (psychiatry, child development, community and public health) research awards: May 1.

Medical Research Council — Price Daxion/MRC/Alzheimer Society of Canada fellowships (new and renewal); studentships (renewal): April 1; group and program grants (new and renewal letter of intent): May 1 (please note change); east European exchange program: May 1.

NCIC, Terry Fox Research Programs — project grants, expansion awards; development grants (full application): April 15 (please note change).

National Neurofibromatosis Foundation — research

grants and young investigator awards: April 2.

NSERC — strategic grants: May 1.

Ontario Lupus Association — clinical development grants, pilot projects: April 1.

Parkinson Foundation of Canada — research grants: March 30.

Premier's Council on Health Strategy — request for proposal: April 3.

SSHRC — Canadian studies tools program: April 1; strategic themes only: April 17.

University of Toronto, Humanities & Social Sciences Committee of the Research

Board — grants-in-aid: April 1; conference travel: April 15; general research grants: May 15;

Connaught Fund — phase I new staff grants: May 1; senior fellowships: May 15.

World Wildlife Fund — endangered species recovery fund: April 1.

## PhD Orals

Graduate faculty please call the PhD oral examination office at 978-5258 for information regarding time and location for these listings.

### Friday, March 30

Roma Zoria Franko, Department of Slavic Languages & Literatures, "A Study of Karmans'ky's Prosody: Meter, Rhyme, Stanza Forms. Prof. D.H. Struk.

### Thursday, April 5

Swithin Adu-Peasah, Department of Chemical Engineering & Applied Chemistry, "Application of Hydrocarbons in Processing of Rapeseed (Canola)." Profs. L.L. Diosady and L.J. Rubin.

Noha Sadek, Department of Middle East & Islamic Studies, "Patronage and Architecture in Rasulid Yemen, 626-858 A.H./1229-1454 A.D." Prof. L.V. Golombek.

### Friday, April 6

Edwin Leopold Herman

Zukowski, Department of Astronomy, "Observational Analysis of the Magneto-Ionic Plasma Within and Around Extragalactic Radio Sources. Prof. P.P. Kronberg.

### Monday, April 9

Chooi May Griffith, Department of Anatomy, "Retinoic Acid-induced Spina Bifida: Early Events." Prof. M.J. Wiley.

Keith Roger Jarvie, Department of Pharmacology, "The Glycoprotein Nature of Dopamine D1 and D2 Receptors." Prof. P. Seeman.

### Wednesday, April 11

Mary Alice Christine Pratt, Institute of Medical Science, "Molecular Studies of the Regulation of Thyroid Homonogenesis in Cultured Thyroid Cells." Prof. G.N. Burrow.

### Thursday, April 12

Dorothy Catherine Africa,

Centre for Medieval Studies, "The Politics of Kin: Women and Preeminence in a Medieval Irish Hagiographical List." Prof. D.N. Klausner.

Marshall John Bastable, Department of History, "Arms in the State: The History of William G. Armstrong and Company, 1859-1914." Prof. R.J. Helmstadter.

Ushvendra Kaur Choudhry, Department of Education, "Core Competencies for Role Development of Nurse Faculty." Prof. C. Watson.

Michael Francis Kompf, Department of Education, "Construing Teaching: A Study of the Ideals of Five Teachers." Prof. A.F. Brown.

Jian Zou, Department of Mathematics & Applied Mathematics, "Division in Spaces of Holomorphic and C<sup>\*</sup> Functions." Profs. E. Bierstone and P. Milman.

## Classified

continued from page 15

### ACCENT NEED ADJUSTMENT?

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Applications are now being accepted for a Fellowship in Ocular Oncology at The Princess Margaret Hospital beginning July 1990. Contact: Dr. E.R. Simpson, Director of Ophthalmology, The Princess Margaret Hospital, 500 Sherbourne Street, Toronto, Ontario M4X 1K9. A Collaborative Ocular Melanoma Centre.

French-English translator willing to assist in research projects, including the reading and interpret-

ing of French language books and articles required for English language studies. Experience in translation of original hand-written manuscripts. Patricia Bishop 922-2804.

A Harvard Ph.D. gown, hood lined with red satin, mortar-board cap, gold coloured tassel, believed to be silk, excellent condition. Price negotiable. 488-4600.

For sale: 1979 Pontiac Firebird. Well cared for. Power steering, power brakes, air shocks, air conditioning, am/fm radio, 8-track. Must be seen. \$3,000 ono. Leave a message on 975-9286 or daytime 978-2557, ask for Mrs. Walton.

Car for sale. Well-maintained Honda Civic. Two-door hatchback, 1982. 1.3 litre engine, 5-speed manual transmission. Repair history available. Was safety certified January 24. Ask-

ing \$2,000. Call 421-2668 for details.

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For sale: flute (Yamaha YFL 481) solid silver, open hole, B foot, two years old — good condition. \$1,000/best offer. Please contact Kristin at 481-5845 or 322-6293.

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A classified ad costs \$13 for up to 35 words and \$.25 for each additional word (maximum 70). Your name counts as one word as does your phone number, but the components of your address will each be counted as a word. No charge for postal code.

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To receive a tearsheet and/or receipt, please include a stamped self-addressed envelope.

## Accommodation Rentals Available — Metro & Area

**Sabbatical rental** — Beach lake-side home. August 1990 to July 1991. Renovated 3-bedroom home on quiet cul-de-sac with beautiful lake view. Available fully furnished. Ideal for visiting professional. \$1,800/month. Inquiries 694-6229.

**One-year sabbatical rental** from August 1, 1990. Yonge and Sheppard. Subway, quiet neighbourhood. Modern executive home, recently renovated, fully furnished, 3 bedrooms, 2 studies, 1½ bathrooms, all appliances, family room with fireplace, garage, private drive, spacious garden. Non-smokers. \$1,900. Year-round cottage rental on Muskoka lake optional. References. Dr. V. Kalnins 978-4096 (office), 225-7530 (home).

**Three-bedroom bungalow** for rent, January-June 1991, Kipling/Eglinton area, easy access to subway and shopping, five appliances. \$1,600 a month plus utilities. 233-8518, Arthur Winter.

**Prestigious Rosedale** — walk to U of T. Large, bright one-bedroom apartment. Fully furnished and equipped, colour TV, parking. Available April 1. \$1,200/month including utilities. Tel. 769-7599.

**Cummer/Bayview/Leslie.** Unique custom-built executive ranch bungalow on spectacular ravine property. On quiet cul-de-sac near excellent schools, transportation. No steps to enter home. Good for physically challenged individuals. Spacious, deck overlooking ravine, 3 bedrooms, 2½ bathrooms, fireplace in family room, double garage, central air, air cleaner, security system, 5 appliances. \$2,500 + utilities/month. Lease. July 1. 224-1391.

**Major Street. Summer rental.** Bright renovated Edwardian house, 2 bedrooms plus study or third bedroom, deck and garden, well-furnished and equipped, walk to campus, available June-September flexible. Suit professional couple or small family. References. \$1,295 a month plus utilities. 928-3275 evenings or weekends.

**Furnished doctor's home.** From July 1, 1990 for one year. Across from High Park, walk to subway & lake. 3 bedrooms, 2 baths, piano, garden, parking. Montessori & French Immersion school close by. \$1,750/month inclusive. 766-6235.

**Sabbatical rental.** 2 storeys, 3 bedrooms & family room, 2 bathrooms. Fully furnished and equipped in lovely old neighbourhood. Short walk to subway, schools and shopping. Bathurst/Eglinton area. \$2,200 + utilities. September 1990 till end of June 1991. Home 783-1240, business 534-3348.

**Sabbatical rental** — Oakwood/St. Clair. August 1, 1990 for one year. Renovated, detached, spacious 4-bedroom home. Oak

kitchen, breakfast area, walk-out to cedar deck, private garden. 2+ bathrooms, ample storage. Light, high, architect designed basement studio. Private drive. Fully furnished. \$1,800/month. 656-3792.

**Cabbagetown, May 1 — Aug. 31,** Victorian town house, 5 bedrooms, furnished, laundry, nice garden, in charming neighbourhood (Carlton & Sackville), about 1 mile from university, easy TTC. Monthly \$1,600 + utilities. Evenings 921-3210, days 978-2165.

**Eglinton and Yonge,** elegantly furnished, 3-bedroom detached, central air, double garage parking, 2 bathrooms, deck. Occupancy July 1, 1990 — July 1, 1991. \$1,800 a month and utilities. References. 487-2292 — 6:30-8:30 p.m.

**Short-term rental:** July & August 1990. Furnished 3-storey house in High Park. 3 bedrooms + study, sun-porch, washer-dryer, skylights, exposed brick. 15 minutes to campus by TTC. \$1,150/month + utilities. 766-0595.

**St. Clair/Avenue Road.** Available May 15. Lower duplex, comfortably furnished. Living-room, fireplace, dining-room, bedroom, den with pull-out bed. Garden, parking, laundry facilities. \$1,400/month plus hydro. Call after 7 p.m. 922-8411.

**Short-term rental:** July & August. Family home. Centrally located at Yonge & Eglinton. Furnished, four bedrooms, two baths, family room, walk-out to garden, parking. \$1,500 per month + utilities. Call Ann Osler weekdays at 480-2229 (9 a.m. — 3 p.m.) or 489-3160 after 3 p.m.).

**Beaches house for rent.** Renovated, 2 bedrooms plus den, fireplace, hardwood floors, laundry room, deck, fenced yard, beautiful garden. Available May 1st. Furnished or empty, short- or long-term, negotiable. \$1,200 plus utilities. No smokers, no dogs. 694-4490.

**Cabbagetown:** fully furnished house facing park, 2 bedrooms, 2 studies, central air, deck, fireplace, grand piano, parking. 10 minutes to U of T. Available April 1, 1990, short- or long-term lease. \$1,800 +. Simon Cotter, 537-2651 or 486-5200.

**Short-term rental.** Don Mills/Sheppard, furnished condo, 6 months. 1 bedroom, den, parking, clean, cozy. \$1,000/month. 491-1130.

**July/August rental.** 4-bedroom house, four appliances, fenced garden, parking; two blocks from subway, streetcars, High Park or Roncesvalles shops; no smoking or pets; references. \$1,300/month plus phone. 767-5240 (H); 978-6789, Prof. Urquhart, (W).

**Eglinton/Mt. Pleasant.** April 1 to August 31 (or part). 3-bedroom detached house, fully furnished and equipped, large garden, garage, basement laundry, dishwasher, air conditioning. \$1,400 + utilities. Responsible tenants only. Gerhard or Bernadette Pratt, 978-

2466 or 481-3831.

**Furnished house for rent.** Downtown. Walk to U of T or minutes by TTC. 4 bedrooms, 3 bathrooms, finished basement with separate entrance, private parking, facing park. July/August 1990. One-year lease. Extension possible. \$2,200 plus. Car negotiable. Michael Mandel 736-5039.

**Sale or lease.** Near St. Lawrence Market, Harbourfront, theatres, shopping. University 20 minutes. Two-bedroom condo. Solarium, private patio, six appliances, pool, sauna, security, storage. Available May/June. Sale asking \$229,000. Lease \$1,100, utilities extra. 367-4533.

**3-bedroom house,** furnished and equipped, quiet street, steps to Finch subway, shopping, schools. 7 appliances, central air, large private backyard, finished basement with office. \$1,700/month, one-year lease, available summer 1990. 223-7626.

**Annex/Brunswick/Bloor house,** small one-bedroom, own entrance, unfurnished, renovated, high ceiling, hardwood floors, second floor, \$700 +. Also: basement, own entrance, small one-bedroom, \$600 +, available May 1. Laundry, non-smokers, singles. 923-9696.

**Beautifully furnished 1-bedroom** condo with piano. Luxury downtown building (near College & Yonge). 5 appliances, 24-hour doorman, recreation facilities include sauna, Jacuzzi, fireplace. 15-minute walk from University. Must see! \$1,300 (negotiable), 921-5713.

**Summer 1990, June 1 — August 31.** Newly renovated, spacious, two bedrooms plus study, two bathrooms, large living-room, separate dining-room. Five appliances, central vacuum, air conditioning, microwave, deck and parking. Just 5 minutes from campus on top two floors of fine old Annex house. Quiet, private. \$1,600/month includes utilities. Call 324-9575 evenings.

**Avenue Road/Wilson.** Short-term rental. One-bedroom apartment. Spacious, bright, fully furnished, all appliances, TV, microwave and more. Air-conditioned, indoor parking. Well-maintained building, close to TTC, subway. Ideal for quiet professional, single/couple, non-smoker, pet free. References. Available May 1 — August 31. \$850/month plus utilities. Inquiries: 783-1227 after 6:00 p.m.

**Broadview/Danforth.** Spacious, quiet, three-bedroom lower duplex on two floors. Huge kitchen, laundry, parking. Near French immersion school, park, library, subway. Would suit three singles, or a small family. \$1,150 + utilities. 487-1093.

**Bloor/St. George.** Dunhill Club, luxury 1-bedroom condo, 6 appliances, solarium, 24-hour concierge, \$1,200/month. May 1. 531-2814 after 5 p.m.

**ManuLife Building,** Bay & Bloor. Furnished apartment, southwest corner. May 1 to October 31 (flexible). References. Phone 964-3602.

**Sabbatical rental.** Avenue Road/Eglinton area. September 1990 to August 1991. 4-bedroom home, renovated, fully furnished, fireplace and wood, in a real neighbourhood. Excellent local schools. \$1,900/month + utilities. Call 978-4029 (day), 483-7540 (evening).

**Apartments for rent.** Two north Rosedale apartments available approximately July 1 for one year. Spacious kitchens and living-rooms with fireplaces, two bed-

rooms each. Large dining-room and big garden with main floor. Small deck overlooking garden with upstairs. Suitable for visiting academics. Close to university and public transport. Downstairs \$1,800, upstairs \$1,500 (includes heat and electricity). Phone J. Close 925-9327.

**Harbord/Bathurst.** Sublet 2-storey coach house. Garden, fully furnished, washer, dryer; TTC, 10-minute walk U of T. Non-smoker, single or couple. Suit professor/grad. References required. June 1 to August 29. \$750 inclusive. 923-6795.

**Bloor/Islington subway adjacent.** Two bedroom apartment, 1½ baths, living, dining, kitchen, balcony, 11th floor, fully furnished, linen, dishes, etc. Available immediately for negotiable term. Rent \$1,250 per month. Telephone 231-2917 after 3 p.m.

**Bathurst/Davenport.** Bright new one-bedroom basement apartment with separate entrance. Access to laundry. TTC at the door. Must be seen to be appreciated. \$700 + per month. 652-5134.

**Bloor West Village** — unfurnished, main floor of large duplex, 2 bedrooms plus sun-room, parking. Non-smokers, ideal for quiet professional couple. \$875 plus utilities. (W) 978-3760, (H) 762-1515.

**Sabbatical rental.** 2-storey house on quiet street. 3 bedrooms, finished basement, modern kitchen, sauna, fireplace, skylights, garage, all appliances. Excellent condition, treed lot. \$1,500/month + utilities. References. Available June 1 for 15 months. 447-6694.

**Bloor/St. George.** Junior 1-bedroom to sublet. Available May 1. \$744. Call 979-7665.

## Accommodation Rentals Required

**Going away August 1990?** Bet you thought you couldn't rent your house for just one month. You can! If your house is 3+ bedrooms and you can rent it for the month of August, call Franca at 368-0040 now. What have you got to lose?

**Furnished 3-bedroom apartment** or house for visiting Japanese professor and family (2 children). August 1, 1990 to May 31, 1991. Close to schools and transportation. \$1,600/month including all utilities. Professor James 978-3049.

**Going away this spring/summer?** Responsible, clean, non-smoking female will house-sit your home. Will look after plants, pets, bills, etc. References available. Call Lynn Kovacs at 453-0362 and leave message.

**New U of T professor and spouse** seek a (furnished) two- or three-bedroom house, duplex for one-year period, commencing May, June or July but will wait for right location. Sabbatical rental would be nice. 960-9634.

**Are you a professor going abroad?** If so, professional English couple seek 2-bedroom duplex, deck/air, U of T area, May 1990 to September 1991. \$1,500. 599-2335, leave message.

## Accommodation Shared

**Danforth and Broadview.** Professor or mature professional to share renovated house. TTC 15 minutes to U of T. Entire third floor: 2 rooms unfurnished, skylights, minibar, air-conditioned. House has all appliances, fireplace, yard. Street parking. Non-smoking, pet-free, organized, quiet. \$575. Maid & utilities included. Available immediately. Call Ken Shepard, Ph.D. 463-0423.

**High Park** — large, clean, furnished room in unique, renovated, private, quiet house, garden. Immediate or May 1. 10 minutes by subway. Ideal for non-smoking professor, professional or graduate student. \$440 monthly, references required. 533-1440, leave message.

**York Mills and Bayview.** Luxury furnished town house, air conditioning, recreation room, balcony, patio, pool. Ideal for professor or recent graduate, non-smoker. \$600/month. 391-0981 evenings.

## Accommodation Overseas

**Sabbatical in Avignon.** Restored ancient farmhouse; fabulous views; 4 bedrooms, 2 bathrooms (1 en suite), double living-room, fireplaces, heating system; fully furnished and equipped; 800 metres along country road from marvelous village school house; car available (extra cost). September 1 to June 30, \$995 per month plus utilities. 978-8637.

**4-bedroom country home** in sunny Mallorca (Spain) for upcoming academic year. \$1,000 monthly or swap for a spacious Toronto apartment or home. Totally peaceful and private. Summer rental possible. Phone 928-0454 before April 17.

## Accommodation Exchange

**Canadian professor living in London, England** wishes to exchange 4-bedroom family house (30 minutes Central London) and car for large cottage in Muskoka or Haliburton and car for month of August. If interested, call David Schnoll, in Toronto, at 633-8835.

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**Forest Hill, Eglinton Avenue.** Large one-bedroom apartment, co-op, redecorated, reduced, \$137,500. 782-8554, 766-9551.

**Walk to campus** from a vine-covered Victorian retreat. Spacious 3-storey brick, S.W. light, roof deck with skyline view, large kitchen with wood stove, mature perennial garden, parking. \$275,000, private. Diana Swift, 596-6099 or John Phillips, 461-7725.

**For sale or rent.** Luxury in Richmond Hill. Spacious 2-bedroom, 2-bath corner suite. Large solarium, eat-in kitchen, en suite laundry & storage, neutral decor, 24-hour security, guest suites. Plus all the extras in superb \$million recreation centre. Asking \$275,000. Also available for 6-month — 1-year lease, \$1,250/month. Honor Nicholson, Associate Broker, HomeLife/Bayview Realty Inc. Bus.: 889-2200, Res.: 770-0513.

**Don Mills/Steeles.** 2-bedroom, 2-bath, 2-level condo with unique fireplace & den. Grey/white decor. Mint move-in condition. Recreation facilities. Asking \$194,500. Honor Nicholson, Associate Broker, HomeLife/Bayview Realty Inc. Bus.: 889-2200, Res.: 770-0513.

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**TRAVEL CHINA** with Canadian-China Society Friendship Tour to Beijing, Xian, famous Yangtze Gorges cruise, Nanjing, Wuxi, Suzhou, Shanghai. July 29 — August 19. \$3,948 all included. Attend tour orientation meeting April 22 or May 20. Brochure, details: contact tour leader Irene Ty, (416) 252-0980, who has extensive experience travelling and working in China.

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*continued on page 14*





# A new direction in evaluation

Last fall, in an effort to experience more participatory methods of learning, greater academic choice and more democratic involvement, a group of students formed the Free School at the University of Toronto. In January the school held an afternoon "class" devoted to the subject of grades and their alternatives. Stimulated by the lively discussion on the part of the 23 students and two faculty members present (but not speaking for all of the participants or for the Free School itself), we wish to share some of the reflections and proposals expressed with *Bulletin* readers, from whom we welcome a response. Although a variety of sometimes conflicting opinions was voiced at the session, it was generally agreed that the practice of grading at the University leaves much to be desired. By our estimate, it merits no more than a C-.

No doubt much can and should continue to be said about the subjective, arbitrary and sometimes sloppy grading practices experienced by all students — ill-communicated grading criteria, papers returned with no comments, vastly different standards from professor to professor and so on. Our misgivings, however, address certain features of the grading practice per se, and we argue that more radical measures are required than simply ensuring professors mark more carefully. At the same time everyone at the Free School session recognized the need for evaluation of students' performance, both to promote learning and to provide certification for the purpose of seeking employment or admission to higher programs, for example. We question whether grading, at least as it is currently practised, is the best or even a good way of meeting these objectives.



We shall return to the question of alternatives to this practice, but first it will be useful in a shorthand, summary way to indicate some of its undesirable features.

Grading is biased in favour of traditionally valued results and discourages recognition of originality and effort. It stresses accumulation and regurgitation



Professor Frank Cunningham (left) with students Derek Fazakas, Seth Klein and Carsey Yee.

of information, undervalues the acquisition of skills and the exercise of critical thought and creates psychological barriers between students and teachers. Thus, students are impeded from challenging their teachers' views and learning in the ensuing exchange. Similarly, teachers seldom learn from their students. Grading demoralizes students by leading them and others to define their per-

sonal worth and intellectual capacity in terms of grades. It streams students. Fear of poor grades inhibits students in their choice of programs of study, courses and essay topics. Grading requirements overly influence professors' designs of course content and forms of instruction. When grading is designed both to promote learning and provide certification, it leads to the undesirable practice of marking on curves (called "guidelines" at U of T).

Grading creates its own Frankenstein's monsters: grade grubbing, the growing litigiousness of the academic appeals process, plagiarism, learning by rote and the lowering of aspirations. It encourages intellectual laziness by externalizing the incentive to study and by discouraging study beyond what is required to achieve a desired grade. For the sake of efficiency, a grading-oriented institution focuses primarily on teaching by lecture rather than on the more time-consuming practice of participatory learning. Grading reinforces the undesirable, society-wide phenomena of hypercompetitiveness and evaluation of people by one-dimensional criteria.

Of course, the tendencies fostered by grading can be ameliorated with sufficient diligence and pedagogical innovation; some professors now employ alternate evaluation procedures. But we maintain that grading at U of T today almost universally exhibits these features. Professors who doubt this are invited to read the above list to their students and ask their opinions.



One alternative discussed at the Free School session is already in place in the residential college at the University of

Michigan. There, students are marked on a pass/fail basis. On this system student work is evaluated in extensive written comments on papers, sometimes supplemented by discussions with the instructor. Since it is possible to fail, a certain level of certification is attained by having "passed." In addition, short evaluations of students' work in each course are included on their transcripts. Students in their third or fourth years may also request that letter grades be assigned to them for certification purposes.

Another alternative is suggested by the current practice of some professors at this university, who allow students to be evaluated by different methods. According to the variant we discussed, students could choose to take one or more examinations, largely made up of short-answer questions and heavy on memory work, or they could choose to write essays, perhaps in working groups with other students, where discussion and originality would be encouraged. Essays could be resubmitted. Normally those who select the first option would receive standard grades, while those who select the second option would receive a pass or fail mark supplemented by extensive comments. The pass/fail system would shift the emphasis from an obsession with letter gradations to the written commentaries often ignored by students. It was also suggested that students pursuing the second route could, as at Michigan, request that standard grades be registered for specific purposes. In addition, there could be a mechanism for people to switch categories during a course.



There are certainly other alternatives as well as problems to address. For instance, it might be objected that such methods may have a place in humanities or some social science subjects but not in the sciences or professional faculties. Students at the Free School, with some experience in these areas, contested this often-encountered claim. In their view, disciplines such as mathematics, engineering and law need not be geared to memorization and certification by standard grades. They in fact offer good examples of how grading practices drive course design and evaluation procedures.

Another objection, often raised in relation to the humanities and social sciences, is that alternate methods of evaluation may be desirable in the abstract, but that underfunding makes them impractical due to class sizes and heavy teaching loads. Clearly, such observations are on target and provide another reason to accelerate efforts to reverse the cutbacks, but *some* innovation is surely possible even in the current environment. We see no evidence that alternatives have been sufficiently investigated to justify pessimism. Indeed, one of the things that brought the Free School into existence was the perception that questions of pedagogy at U of T are generally ignored or demoted. How many departmental, faculty, college or Governing Council meetings address the quality of teaching in a way that produces useful results? Where can professors who wish to improve their teaching skills and methods get assistance? We think that the quality of pedagogy in general and grading in particular should be made a priority topic for practical discussion and debate in every decision-making body in the University. This includes the classroom: a good place for each student and professor to start.

Frank Cunningham, Department of Philosophy; Derek Fazakas, philosophy (IV); Seth Klein, international relations (III); and Carsey Yee, law (III).

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